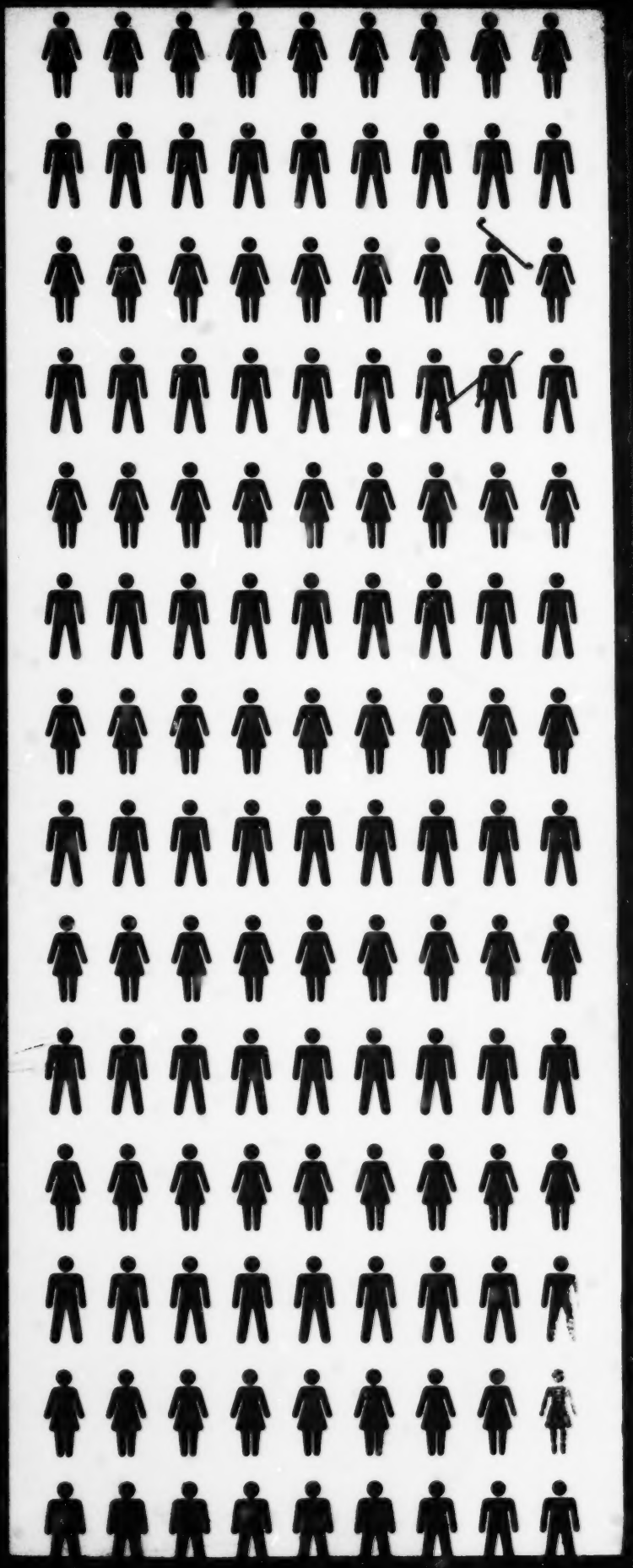
BC

MINISTRY OF LABOUR

ANNUAL REPORT 1982-83



PROVINCE OF BRITISH COLUMBIA

MINISTRY OF LABOUR

A N N U A L R E P O R T

January 1982 to March 1983

HON. ROBERT H. McCLELLAND, Minister

ISABEL A. KELLY, Acting Deputy Minister

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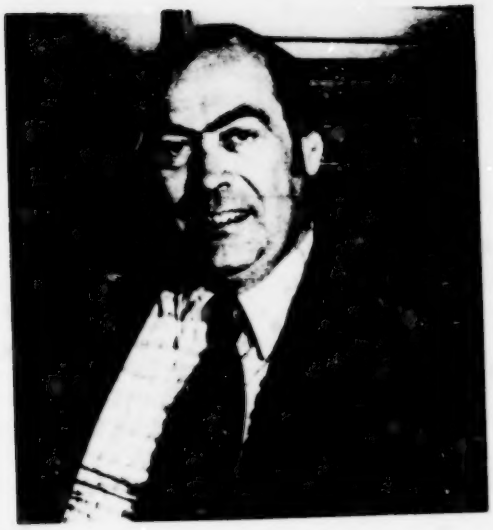
of the Legislative Assembly



To the Honourable
Robert G. Rogers,
Lieutenant Governor of the Province of
British Columbia.

May it please Your Honour:

The 64th Annual Report of the Ministry of Labour
of the Province is herewith respectfully submitted.

ROBERT H. McCLELLAND
Minister of Labour

Office of the Minister of Labour,
March 31, 1983

The Honourable Robert H. McClelland
Minister of Labour

Sir:

I have the honour to submit herewith the 64th Annual Report of the activities of the Ministry of Labour for the 15-month period January 1, 1982 through to March 31, 1983.

ISABEL A. KELLY
Acting Deputy Minister of Labour

Ministry of Labour,
Victoria, B.C., March 31, 1983

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1982/83 HIGHLIGHTS

NOTE: Readers are advised that the Ministry of Labour Annual Report is now compiled on a fiscal year basis rather than by calendar year, as a result of an amendment to the Ministry of Labour Act in 1982. This report, therefore, incorporates information for fiscal 1982/83 as well as the three-month period January through March, 1982. In most cases figures are reported separately to facilitate comparison with previous years.

The period January 1982 to March 1983 saw a number of significant program developments and senior personnel changes within the Ministry of Labour.

Mrs. Isabel Kelly joined the Ministry as Deputy Minister for Women's Programs in June, 1982. The appointment was followed by the organization and staffing of the Women's Office in Vancouver and a Policy Analysis and Planning section in Victoria. (See pp 27-28 for Women's Programs report.)

In addition to her responsibilities as Deputy Minister for Women's Programs, Mrs. Kelly assumed the position of Acting Deputy Minister of Labour for the last quarter of 1982/83 following the retirement of Douglas H. Cameron in December, 1982.

Major legislative changes consisted of the Electrical Safety Act, the Gas Safety Act and the Boiler and Pressure Vessel Safety Act, proclaimed during the reporting period. The new acts amended existing legislation by introducing advisory committees comprising representatives of the trade, industry and public and by providing an open and impartial appeals procedure for resolving technical and administrative problems. (See pp 14-15 for individual branch reports.)

Another significant move within the safety area was the development of a guideline program by the Occupational Environment Branch to increase awareness of the potential health hazards and safe management of friable asbestos materials in buildings. (See pp 18-20 for the report on this program.)

During 1982, the operations of the Essential Services Advisory Agency were discontinued.

Apprenticeship and employment training programs in the Ministry of Labour underwent a significant re-organization in 1982. In the interests of simplifying public access to apprenticeship and employment training services, the various branches responsible for these services were amalgamated into Apprenticeship and Employment Training Programs. The new program area encompasses the former Apprenticeship Training Programs Branch, Employment Opportunity Programs Branch, Trade Schools Regulation Branch and the Manpower Consultative activities of Manpower Advisory Services Branch. It also includes the Community Vocational Rehabilitation Services which moved to the Ministry of Labour from the Ministry of Health in 1982.

During 1982/83 a number of employment programs were either initiated or continued, including summer job creation and winter employment stimulation and a number of joint federal/provincial employment initiatives - simulated work experience apprenticeship training; Canada-British Columbia Employment Development Program; Employment Bridging Assistance Program; and Community Recovery Program. (See pp 21-26 for details on apprenticeship and employment training activities.)

Another organizational change begun during 1982/83 was the development of a community relations program to coordinate communications initiatives across the Ministry.

Support services in the areas of planning and research were reorganized in March, 1983 with the consolidation of the former Program Services Branch with the program development components of Apprenticeship and Employment Training Programs into Policy, Planning and Research. (See report pp 34-36.)

L A B O U R R E L A T I O N S

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EMPLOYMENT STANDARDS BRANCH

The Employment Standards Act and its regulations are administered by the Employment Standards Branch. The staff includes 63 Industrial Relations Officers at 13 locations throughout the province who help to interpret provisions of the Act and to settle disputes concerning legislation on such issues as: payment of wages, minimum wages, maternity and vacation entitlements, and termination of employment.

In addition, the Branch provided investigation, mediation and conciliation services to the Labour Relations Board.

During the reporting period, inquiries and investigations under the Employment Standards Act continued to increase, showing a total of 20,541 over the 15 months. That represents an increase of about 30%, believed to be the result of economic conditions.

Wage Recovery

Business failures accompanied by bankruptcies made a major impact on the branch programs. A total of 1,501 certificates with a value of $11,339,986 were issued to employers to recover lost wages for employees. Those figures represent a 100% increase in certificates issued over 1981 and a 360% increase in dollar value.

A two-month study of the effect of bankruptcies on the wage recovery program indicated that as much as one-third of the total certificate value and number of employees affected was the result of bankruptcies.

Child Employment

The branch continued to look closely into the conditions governing employment of children in the hand-harvesting of fruit, berry and certain vegetable crops during 1982/83. Following investigation, 2,720 permits were issued to growers. Inclusion of that group in the issuance of child employment permits resulted in a major increase in the number of permits issued for all industries.

Temporary Layoff

Public interest in the Employment Standards Act continued to be focussed on Part 5 (Termination Provisions), which generated considerable activity particularly in the area of temporary layoff and its impact on the forest industry.

In many instances, it was necessary to issue variances providing for an extension of the temporary layoff provisions of the Act in recognition of the negotiated recall rights of collective agreements.

Other Branch Activities

Subsequent to investigations by Industrial Relations Officers, 203 employment agency permits were granted and 44 farm labour contractor licenses were issued.

Assignments completed for the Labour Relations Board dealt with the issues such as representation votes, applications for certification and decertification, Section 96(1) applications, Section 34 applications, wildcat strikes and lockouts.
(Note: The Labour Relations Board Annual Report provides further information on those activities.)

HUMAN RIGHTS BRANCH

In 1974, the Human Rights Code of British Columbia was given Royal assent and the Human Rights Branch was established in the Ministry of Labour to enforce the anti-discrimination provision of the Code.

The Branch investigates complaints of discrimination and works towards settlements acceptable to all parties through conciliation. If settlement is not reached, the Director reports to the Minister of Labour, who may appoint a Board of Inquiry.

A total of 10,391 inquiries were received by the Branch. Of those, 70% were related to employment. A significant number came from employers seeking advice about the provisions of the Code. Such prior consultations are credited with avoiding many potential problems.

The Branch investigated 1,065 complaints; 642 were new and 423 were carried over from 1981.

In addition to its role in the investigation and conciliation of human rights complaints, the Branch has done a substantial amount of work in public education concerning human rights issues and legislation, in support of the initiatives of the Human Rights Commission.

A complete summary of the Branch activities is published in the 1982 Human Rights Annual Report. Under the Human Rights Code, the director is required to submit to the Minister of Labour a report of human rights program activities for the preceding calendar year. Copies of that report may be obtained from the Human Rights Branch.

MEDIATION SERVICES BRANCH

Within its mandate to work towards achieving settlements in labour disputes, the Mediation Services Branch provides assistance to both management and trade unions during negotiations for an initial collective agreement or for the renewal of an existing agreement.

From January 1, 1982 to March 31, 1983, officers of the Branch mediated in 502 disputes: 373 occurred between April 1982 and March 1983; 14 involved no official appointment of a mediator. The remaining 115 were carried over from 1981. In addition, the officers were involved on a continuing basis in 28 disputes, subsequent to the report of the officer. Of the 373 cases during 1982-83, mediation officers assisted in the successful settlement of 339, or approximately 91 per cent of the total.

The assistance of a mediator is also available, on an unofficial or informal basis, if a labour-management dispute has resulted in a strike or lockout, and to government employees in labour disputes pursuant to the Public Service Labour Relations Act, as well as to teachers under the Schools Act. Trade unions and employers, separately or jointly, may apply to the Branch for assistance by making application, under the Labour Code of British Columbia, to the Executive Director, Mediation Services Branch, Deer Lake Centre, Suite 320, 4946 Canada Way, Burnaby, B. C. V5G 4J6.

The Branch continues to retain file copies of collective agreements and certifications, which are available for scrutiny by trade unions and employers on request. During 1982/83, staff exchanged information in areas of mutual concern with a variety of conciliation and mediation services in North America. The Branch also provided speakers, panelists and moderators for educational institutions and employer/trade-union organizations. Numerous enquiries from across Canada were responded to concerning collective bargaining and relevant legislation.

ARBITRATION AND SPECIAL SERVICES

The Arbitration and Special Services Branch advises the Minister on the appointment of arbitrators as well as providing policy advice and briefings on matters relating to grievance and interest disputes and the arbitration process. Similarly, the Branch handles the appointment of chairpersons of Human Rights Boards of Inquiry.

The Branch provided a focus and coordinating role in the handling of correspondence and advice regarding international labour matters, particularly the preparation of the provincial response for the International Relations Branch of Labour Canada on matters concerning the Canadian position on International Labour Organization questions.

Arbitration Awards

During 1982, 467 arbitration awards were filed with the Arbitration and Special Services Branch, representing an increase of 3% over the 450 awards received in 1981. Three-party arbitration boards decreed 173 of the total awards (37%) and single arbitrators decreed 294 (63%).

The Minister appointed 26 arbitrators under the Labour Code and Essential Service Disputes Act in 1982, of which 13 were for chairmen of arbitration boards and 13 were for single arbitrators. There were 26 such ministerial appointments in 1981 and 34 in 1980.

Ninety-seven of the awards submitted during 1982 dealt with the discharge of employees. The average length of time between date of discharge and date of award was 176 days, a decrease from the 1981 average of 222 days.

With respect to the length of time between hearing dates and dates of awards for all categories of awards, the figures for 1982 indicate a very modest improvement in the reduction of delays. The average number of days between the hearing date and the date of award for single arbitrators was 45 days in 1982, a reduction of 8% from 1981. For three-person boards, the average in 1982 was 56 days, a reduction of 28% from 1981.

A complete topical index of arbitration awards is available upon request from the Branch. In addition, summaries of arbitration cases are published in the Ministry's monthly publication, Labour Research Bulletin.

COMPENSATION ADVISORY SERVICES

Employers' Adviser

The Employers' Adviser and Compensation Advisory Officer of Compensation Advisory Services Branch prepares submissions on appeals to the boards of review, and to the Commissioners of the Workers' Compensation Board. Personal representation before appeal tribunals is provided to employers when warranted by the complexity or significance of the case.

The Employers' Adviser continued to encourage employers to become active participants in the appellant process, at the same time advising against launching appeals where there was no merit in proceeding.

Educational services were provided to the employer community through 10 training seminars that offered guidance in evaluating evidence and communicating protests and appeals.

Workers' Adviser

The Workers' Advisers office is established under Section 94 of the Workers' Compensation Act, providing for Workers' Advisers to give advice and assistance to workers and/or dependents with a claim under the Act. The office may provide representation in cases of such complexity or importance that assistance is required, and has access to relevant WCB claim files to assist in the advisory function.

In 1982/83, the office provided direct advice and assistance in 1,639 individual cases. (Of those cases, 405 were handled in the first three months of 1982.)

Where the issue under appeal involves complex legal or medical questions or important matters of policy, the Workers' Advisers may provide direct representation before the appropriate appeal tribunal. In 1982/83 Workers' Advisers provided representation in 273 (49)* individual cases.

In June, 1982 the Workers' Advisers office established a new Assistant Adviser position in response to increased volume in inquiries. Approximately 19,400 (4,757)* incoming telephone calls were handled. The intake process for new inquiries was revised to ensure that requests for general advice receive a response with minimum delay.

The Workers' Advisers office provides information and training seminars on the preparation and presentation of appeals to individuals and organizations who represent workers in the appeal process. During 1982/83 the Branch presented 14 (1)* seminars for various labour unions, and legal and para-legal organizations.

(* January - March 1982)

CONSTRUCTION INDUSTRY COORDINATOR

The Construction Industry Coordinator is responsible for government-industry liaison, policy development, assessment of manpower requirements, project forecasting, and the development of industrial relations procedures appropriate for this sector of the economy. The Coordinator's office serves as a focal point for labour and management in the construction industry, and its success is dependent upon regular contact with industry and union leaders.

The Construction Industry Coordinator continued to act as Chairman of the Construction Industry Advisory Council during 1982.

The Construction Safety Inquiry Committee, appointed by the Minister in April 1981 after four carpenters lost their lives in a construction site accident at the Bentall IV building site in Vancouver, completed its inquiry and presented its report in April, 1982.

Later in the year the Construction Labour Relations Association and the B.C. & Yukon Territory Building and Construction Trades Council jointly formed a construction industry occupational health and safety council. As a consequence of this move, and on the recommendation of the Construction Industry Advisory Council, the Minister disbanded the Safety Inquiry Committee in December, 1982.

The pilot study of a construction manpower forecasting system was completed by the Program Services Branch under the direction of the Manpower Committee of the Construction Industry Advisory Council. The forecast was based on data solicited from labour and management via two surveys carried out in 1981. The methodology used for the forecast took into account utilization of the existing work force, as well as training issues. The report on the project was well received by the industry and negotiations are under way in preparation for a forecast covering the 1984 - 1990 time period.

MANPOWER ADVISORY SERVICES BRANCH

The Manpower Advisory Services Branch, established in 1977, has two units of responsibility, Manpower Adjustment Services and Immigration Services, encompassing these components:

- Manpower Adjustment Services
- Immigration Services
- Refugee Settlement Program
- Cultural Heritage

Manpower Adjustment Services

A cooperative effort of the Ministry of Labour, the Canada Employment and Immigration Commission (CEIC), industry and unions, its function is to reduce the adverse impact of industrial closures and expansions. Resolution of issues such as technological change, attrition, turnover, productivity, maintenance and stabilization of employment are major objectives.

The Ministry of Labour was a signatory to 50 new Manpower Incentive Agreements concerned with issues such as plant closures and changes, work-sharing, training and mobility and programs related to Native Indians and community services. The total number of active Manpower Incentive Agreements serviced during 1982 was 116. Of these, 18 agreements were completed and final reports received.

To promote occupational and industrial mobility of redundant or laid-off employees, stronger emphasis was placed on training and retraining workers to improve their employability. The incidence of manpower planning agreements increased substantially during 1982 as employers attempted to mitigate the adverse effects of technological change, layoffs and dismissals on their firms and the economy of the province.

Immigration Services

Through regular contact with Employment and Immigration Canada provincial input was provided for the assessment of medically inadmissible persons and information compiled for the annual provincial recommendations for immigration levels.

Immigration Services provided information and advice to the Minister, who is responsible for immigration matters in the province, and to other provincial ministries and Crown Corporations. Also requiring frequent discussions between the two levels of government were immigrant sponsorship breakdown, foreign students and temporary workers.

Refugee Settlement Program

The provincial government continued to cooperate with federal authorities to permanently resettle persons seeking refuge from various troubled lands throughout the world. Several hundred East Europeans, Indochinese and Central Americans were among the refugees who took up residence in British Columbia during the year.

To facilitate their resettlement, the Ministry of Labour provided grants totalling $416,450 under the Refugee Settlement Act. The funds went to non-profit settlement agencies throughout the province that offer services such as orientation programs, interpretation and escort, counselling, translation of documents, and help in finding employment and accommodation.

A total of 15 agencies received grants for all or part of 1982. Immigration Services also continued to provide information and advice on refugee settlement matters to their settlement agencies, to provincial and other government officials and to private sponsors of refugees.

Cultural Heritage

The Manpower Advisory Services represents the Ministry of Labour on the Interministry Committee of the Cabinet Committee on Cultural Heritage.

S A F E T Y S E R V I C E S

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SAFETY ENGINEERING SERVICES

The mandate for the Branches within the Safety Engineering Services Division of the Ministry is to ensure a safe and healthy living and working environment in British Columbia. Specific legislation covers the manufacture, installation and operation of boilers, pressure vessels, elevators and amusement rides; electrical and gas systems and equipment; and occupational environment. The Division objectives are achieved through standards development, education programs and inspection activities.

Several initiatives were taken by the Branches within the Division to further optimize the use of government resources. For example, provision was made whereby the Branches provide for the recognition and monitoring of safety assurance systems by others. These systems ensure that safety factors are maintained by the those responsible for the manufacture, installation or operation of pertinent equipment, thereby minimizing the use of government resources.

Audio-visual aids were developed in-house for seminars on new technology and standards and other safety education programs for industry and general public.

Such safety educational material and advisory services have assisted both employees and employers in adjusting to rapid technological changes in the office working environment. Their effectiveness was reflected in the increased number of installations found to comply with safety standards on first inspection. Those programs were expanded to include pressure containment vessels and systems for propane and CNG for example.

New research projects were aimed at predicting and preventing new hazards introduced through technological advances. Among those: how to prevent injury and loss of life from lack of combustion air and setting standards for new technology applications in the alternative fuel field.

Additional components to provide for day-to-day monitoring were included in the management information system to respond to the need for increased accountability and efficiency in the service delivery system.

BOILER AND PRESSURE VESSEL SAFETY BRANCH

Branch personnel continued their ongoing programs of regular inspection and advisory services wherever boilers, pressure vessels, pressure piping and refrigeration systems are manufactured, installed and operated.

Revisions to the Boiler and Pressure Vessel Safety Act were promulgated in July, 1982, introducing direct participation by affected and concerned interests through advisory committees backed up by an appeal process. National standards have been adopted for uniformity in boiler and pressure vessel safety, with emphasis on a greater degree of shared responsibility with the public for safety measures.

Major activities over the reporting period included a design survey of such equipment and systems and the examination and acceptance of manufactured and in-plant pressure containment equipment.

Examinations were conducted for certification of power engineers and welders. Branch personnel also provided authorization of repairs to all types of vessels and approved quality control systems for manufacturers, contractors and owners. New classifications of boiler operator and refrigeration operator necessitated new syllabi and examinations.

Assurance of safety through quality control was the main theme of the services aimed at achieving compliance and developing shared responsibilities with the private sector. Audio-visual displays and instructional materials were prepared for use at many consultations and seminars throughout the year. Among those, several were aimed specifically at defect prevention in plants, quality control in manufacturing maintenance and repair, and a welding registration program conducted in cooperation with the Ministry of Education.

Further amalgamation of our welding certification program with others has been arranged with the Education Ministry, our Ministry's Apprenticeship and Employment Training Programs, the Canadian Welding Bureau, Canada Manpower, the Welding Institute of Canada, the Occupational Training Council and Mechanical Contractors Association, as well as labour organizations.

ELECTRICAL SAFETY BRANCH

The activities of the Electrical Safety Branch are directed towards the goal of safe living and working environments pertinent to the generation, distribution and utilization of electrical energy in British Columbia.

Legislative Changes

The Electrical Safety Act was proclaimed early in 1982 (with the exception of sections interdependent upon companion sections of the Building Safety Standards Act). Major changes included the introduction of an advisory committee comprising representatives of the trade, industry and public and provision for an open, impartial appeals process for resolving technical and administrative problems.

Following publication of the 14th edition of the Canadian Electrical Code, Part I, CSA Standard C22.1 - 1982, working groups directed by the Electrical Safety Branch reviewed it for the purpose of preparing the Amendments for application in British Columbia. In February, 1983, the 14th Edition with Amendments was adopted by Order-in-Council as B.C. Reg. 92/83.

Safety Education

The Branch continued to maintain an active schedule in two major areas - inspection and educational programs. For the 15-month period January 1982 to March 1983, 104,358 inspections were conducted throughout the province, including inspection of equipment, installations in buildings under construction and in existing buildings. A total of 78,402 work permits were issued to contractors and homeowners plus those issued on an annual basis.

More than 700 people attended the 36 seminars presented to familiarize concerned individuals with the Electrical Safety Code. The Branch adopts the policy that installers who are well-informed of the requirements will make correct installations. To that end, the branch advisory committee regularly reviewed technical concerns and published interpretative bulletins for a distribution list of 24,000.

A technical slide/tape presentation was produced, timed to coincide with the introduction of the new Code. More than 700 attended showings at 27 locations around the province.

Technical training and upgrading of electrical inspectors continued during 1982 with the presentation of a course in electric power systems, developed by the branch in cooperation with the B.C. Institute of Technology. The management training program continued but the branch's overall training program was curtailed under the current financial restraint.

In its capacity as a regulatory body, the Branch applied varying degrees of disciplinary action in order to obtain compliance with the regulations of the province's Electrical Safety Act.

During the 1982/83 fiscal year, 78 contractors had their right to obtain permits for electrical work temporarily suspended due to an unreasonable level of incomplete installations. Thirty-three contractors who repeatedly left safety defects in installations had their authorization privileges suspended. Charges were laid against 37 for flagrant violations of the regulations.

ELEVATING DEVICES SAFETY BRANCH

The Elevating Devices Branch strives to ensure the safety of passengers, freight handlers and users of elevators, escalators, moving walkways and dumbwaiters, and to achieve compliance with adopted standards. In addition, the branch monitors worker hoists on construction sites, manlifts in industrial establishments, and special elevating devices for the handicapped in public buildings. Amusement park devices such as midway rides, mountain coasters and flume rides are licensed and inspected periodically.

Activities during the reporting period included registration of contractors, approval of plans, standards development, staff education and acceptance inspections of new installations. Periodic inspections were made of all devices under branch jurisdiction. Accident investigations, complaint follow-ups, promotion of public safety awareness programs and consultative services were provided to the private and public sectors.

Safety Education

During 1982, a stepped-up safety awareness campaign, augmented by escalator safety posters, resulted in a decrease in accidents on escalators even though the number of units and passengers has increased.

Regular Services

The number of safety inspections, plan approvals, acceptance tests and investigations have all increased from 1981/82. The branch recorded substantial increases in both production and revenue during 1982/83.

Special Projects

Several mega projects increased considerably the demand for branch services, e.g. B.C. Stadium, ALRT System and preliminary works for EXPO 86, as well as new legislation introduced by the Workers' Compensation Board which now requires worker hoists on all construction projects rising above five floors or 60 feet above grade level.

GAS SAFETY BRANCH

Mandate

The mandate of the Gas Safety Branch is to provide a safe living and working environment in matters concerning the distribution and utilization of gas (natural, manufactured, mixed and propane).

Legislation

The transfer of responsibility for inspection service for propane installations from the Ministry of the Attorney-General to the Gas Safety Branch became effective on October 1, 1982 by proclamation of a section of the Miscellaneous Statutes Amendment Act amending the Gas Act. Subsequently, an Order-in-Council adopted the National Propane Installation Code.

On March 1, 1983, the Gas Safety Act was proclaimed and an Order-in-Council brought into effect the new Gas Safety Regulations.

The new Act established the Gas Safety Advisory Committee which will advise the Minister with respect to the Act and the regulations as they apply to equipment safety. The Committee also reviews evidence with respect to cancellation or suspension of any certificate of competency issued under the Act.

The new Act also established the Gas Safety Appeal Board to provide an impartial forum for persons wishing to appeal a ruling of an inspector.

Additional changes provided for inspection of internal combustion engines and removal of gas pressure limitations to allow for inspection of compressed natural gas installations.

Special Projects

Two special investigations were undertaken for the Gas Safety Branch. The first, by B.C. Research, studied the problem of supplying combustion air for gas appliances in the home.

New energy-saving programs involving heavier insulation and tighter construction have created the problem of a lack of sufficient air and related hazards.

The study pointed out that several items had a detrimental effect on the safe operation of gas appliances located within the home. They included fireplaces, exhaust fans, clothes dryers and other pieces of equipment that extract air from the house. Extended use of this equipment causes a downventing of gas furnaces and water heaters which allows the products of combustion to flow into the interior areas of the home. Serious illness or asphyxiation can result.

Solutions were put forth, including isolation of gas equipment from habitable areas of the home or provision of a balanced make-up air system, to supply fresh air at all times.

The second project, a metallurgical report, dealt with the investigation of a fitting that failed on a compressed natural gas system, resulting in extensive damage to the plant, although no one was injured. The branch issued a bulletin to industry and to other provincial authorities across Canada to ensure that proper procedures are adhered to in the use of such fittings.

Safety Education

The Branch issued bulletins on many items to clarify and interpret the intent of various Regulations and Codes. Bulletins were distributed to about 5,000 contractors, fitters and industry.

Announcements were placed in the press at appropriate times to warn the public of hazards which were brought to the attention of the Branch.

Many seminars and meetings were held in all regions of the province by Branch staff to discuss concerns and to update the trade and industry on the latest code requirements.

Regulatory Services

Branch personnel examined and licenced gas fitters, and were responsible for registration of gas contractors, examining and certifying inspectors and local inspectors, processing of appeals, and issuing permits for installation of gas equipment. Prosecutions and licence suspensions are also carried out by the Branch for infractions under the Act and Regulations.

OCCUPATIONAL ENVIRONMENT BRANCH

Mandate

The Occupational Environment Branch (OEB) is given responsibility for the application and enforcement of the Factory Act, and of the Occupational Environment Regulations that establish minimum standards and requirements for a healthy, safe and comfortable working environment. The primary objective of the program is the promotion of improved employee-employer relations, job satisfaction, workplace acceptance and productivity.

Activities

Primary activities included the approval of plans for new factories or additions to ensure that the provisions of the legislation are met prior to start of construction; and the inspection of existing workplaces to determine if acceptable working conditions are being provided and maintained. Inspections conducted by Branch Inspectors from April '82 to March '83 totalled 14,628. That represents a 19.8 percent increase over the same period last year, attributed to improvement in operational procedures and to a full staff complement for most of the year.

During the year there was a decrease of 25 percent in the number of complaint investigations conducted. Virtually all of the reduction is due to a decrease in complaints concerning factory working conditions, as the number of complaints regarding offices fell only slightly from the unusually high number of the previous year. Most of the complaints from office workers concern inadequate lighting, heating or ventilation systems and ergonomic problems associated with Video Display Terminal (VDT) workstations.

Throughout the reporting period, consultative services were provided to employers, architects, consulting engineers and contractors concerning design and performance standards for the construction of acceptable environmental systems for buildings.

Approximately 50 employers and 60 employees received annual permits under the homeworker program, the objective of which is to determine that homeworkers receive at least the minimum wage and that personal-use articles produced at in-home work locations do not constitute a public health hazard.

Educational Services

The Branch continued to provide educational services to increase awareness of the Factory Act and Regulations, promote self compliance, and provide basic information concerning the design and maintenance of building environmental systems.

Several lighting workshops were presented, based on the publication "Light An Aid To Sight", to electrical apprentices at the Pacific Vocational Institutes, students at Simon Fraser University and U.B.C., the Illuminating Engineering Society's lighting fundamentals course and various private and public sector groups.

In addition, Branch representatives spoke at a variety of seminars and conferences concerned with industrial health and safety. Sponsoring groups included the Canadian Association of Smelter and Allied Workers, the B.C. Building Inspectors, the B.C. Safety Council, B.C.I.T. and the I.W.A.

Demand for the Branch's booklet "Working with Video Display Terminals-Information for Employers and Employees", remained strong, with approximately 8,000 additional copies distributed. Numerous requests were received to address interested groups on the health and ergonomic aspects related to working with VDT'S and to provide field consultations on new and existing VDT installations.

In response to growing interest, a second publication, "Guidelines for Video Display Terminal Workplaces", was published.

Regulatory Services

No prosecutions were undertaken during the period covered by this report.

Special Projects

The Branch developed a guideline program to help building owners and managers identify and control friable asbestos materials in their buildings. The program will enable the Ministry to respond to growing concerns of the public about potential health hazards of asbestos, and assist building owners in the safe management of their properties. An integral part of the program was the preparation of two publications: a brochure entitled "What You Should Know About Asbestos" providing general information about asbestos and the program, and a booklet "The Control and Management of Friable Asbestos Materials", which gives technical guidelines for identifying and determining the need for control of asbestos in buildings.

An advisory committee with representation from both the private and public sectors was established to provide ongoing review of the asbestos control program.

Branch involvement continued in the Workplace Hazardous Materials Information System project, initiated by the Canadian Association of Administrators of Labour Legislation. The objective is twofold; to reduce employee exposure to toxic chemicals by ensuring that manufacturers provide product labels stating necessary precautionary measures, and to reduce the need for the enforcement of precautionary labelling by inspectors in the workplace.

The B.C. Worklife Forum was sponsored by the Ministry through a grant from the OEB. The Forum, directed towards workers and employers throughout the province, provided open sessions for instruction and discussion on issues related to women in the workforce, job design, organizational and technological change and productivity.

The Branch participated in a CSA task force examining the feasibility of developing a standard for "Good Practice and Safe Design of Office Furniture and Equipment" and on the Illuminating Engineering Society's subcommittee to revise the guidelines for "Lighting in the Logging and Sawmill Industry".

Administration

The OEB's 20 inspectors continued to provide service throughout British Columbia from its main office in Burnaby and regional offices in Victoria, Nanaimo, Chilliwack, Kamloops, Kelowna, Nelson, Prince George and Terrace.

As part of a Ministry reorganization the Occupational Environment Branch was transferred from the Industrial Relations Division to Safety Engineering Services (SES). The move reflects the Branch's role in promoting a safe, healthy and comfortable working environment for employees in B.C. and its close working relationship with the other Branches of the SES Division.

APPRENTICESHIP & EMPLOYMENT TRAINING PROGRAMS

Readers are advised that the Ministry of Labour Annual Report is now compiled on a fiscal year basis rather than by calendar year, as a result of an amendment to the Ministry of Labour Act in 1982. This report, therefore, incorporates information for fiscal 1982/83 as well as the three-month period January through March, 1982. In most cases figures are reported separately to facilitate comparison with previous years.

With the aim of simplifying public access to government services, the Ministry of Labour in October 1982 reorganized its employment training programs, creating the new Apprenticeship and Employment Training Programs. It combines the following branches of the Ministry: Apprenticeship Training Programs, Employment Opportunity Programs, Trade Schools and Manpower Consultative Services, and also includes the Community Vocational Rehabilitation Services, formerly with the Ministry of Health.

Staff of Apprenticeship and Employment Training Programs cooperated with employers, employer associations and members of the labour force to respond to labour market demands and to promote and manage apprenticeship training and rehabilitative employment throughout the province.

In addition, staff worked closely with vocational and educational institutions and the Ministry of Education as well as other apprenticeship and certification agencies in Canada. Employment training counsellors maintained regular contact with employers, secondary schools, and training institutions that offer training in skilled trades.

As of March, 1983, 16,223 apprentices were registered with the Ministry. A total of 3,667 (1060)* apprentices graduated to journeymen status as of March 31, 1983. In addition 23,929 (9743) jobs were created through employment funding programs.

Apprentice Technical Training

To increase the efficiency of scheduling technical training classes in regional colleges and institutes, expansion of an on-line technical training computer system was begun to include area offices. The system also facilitates access to current data about apprentices, their trades and employers.

During the 1982/83 fiscal year, post-secondary vocational training centres provided day-school technical training for 15,081 (5593) apprentices in 42 (40) trade areas. Seventeen night classes were also arranged for 150 apprentices in trades where class size was too small to warrant day classes.

Upgrading courses were offered as evening programs in various regional colleges. During the past year, 808 (307) apprentices attended 176 (60) remedial or upgrading courses related to their particular trades training.

(*Bracketed numbers refer to period January 1 - March 31, 1982).

Pre-Apprenticeship Training

Pre-apprenticeship training classes were offered in 21 different trades during 1982/83. Basic training in the trade prepared selected individuals for entry into the skilled labour force as an apprentice in a particular trade area.

The Ministry paid all tuition costs, plus training and travel allowances. The Canada Employment and Immigration Commission participated in the funding and assignment of students to pre-apprenticeship courses.

Training was provided for 1,162 (1,009) pre-apprentices in 71 (65) classes conducted in 12 regional colleges.

The Women's Exploratory Apprenticeship Training (WEAT) courses, of which several were provided during this time period, provided trainees with skills for employment in non-traditional trade areas. The 12-week course enabled women to develop basic skills in trades such as automotive repair, carpentry and welding.

Pre-apprenticeship training programs continued in several secondary schools during the year, and were monitored jointly by the Ministry of Labour and the Ministry of Education.

With the introduction of the new entry level training access program (TRAC) through the Ministry of Education and regional colleges early in 1983, the pre-apprenticeship program was phased out.

Trade Advisory Committees

The Provincial Apprenticeship Board (PAB) establishes Trade Advisory Committees, comprising representatives from key trade areas to advise Apprenticeship and Employment Training on such topics as curriculum and training development, certification standards and promotion of trade employment and occupation forecasting.

A total of 108 (25) meetings involving 52 committees resulted in specific recommendations affecting Branch policies.

Tradesmen's Qualification Certification

Tradesmen's qualification examinations were introduced during the 1982/83 fiscal year in the drywall finishing, electrical work, floor covering and steel fabrication trades. During this period, certificates of qualification were issued to 2,464 (231) journeymen. In addition, the Branch issued 192 (9) exemption permits under this program.

The new welder training and registration program commenced September, 1982. As of March 31, 1983, 847 welders had been registered.

Journeyman Upgrading

With the assistance of employers, unions and joint training committees, 375 upgrading courses for 4,400 journeymen were sponsored by the Ministry throughout the reporting period.

Trade Schools Regulation

The Trade Schools Regulation Office maintains the operation of private trade schools in the province, approving procedures and teaching personnel and issuing registration certificates.

During the period ended March 31, 1983, 216 schools offering correspondence and practical courses, or combined correspondence training, were registered under the Apprenticeship Act; 192 were re-registered from the year 1981, and 42 new schools were evaluated and recommended to the Minister and approved for Certificates of Registration during the 15-month period. Eighteen schools discontinued operation.

Those figures represent a net growth rate of 12.5 per cent in the number of trade schools. Based on statistics provided by the schools for the period ended March 31, 1983, student population exceeded 33,000.

The office administered the student financial assistance program, awarding 595 students non-repayable grants averaging $165 each, on the basis of demonstrated financial need.

Vocational Rehabilitation Service

The Vocational Rehabilitation Service (VRS) coordinates the delivery of vocational rehabilitation services in the province. It helps physically and mentally disabled persons of working age (16 to 65) to become capable of pursuing suitable employment.

The VRS was transferred in late 1982 from the Ministry of Health to the Employment Training Division of the Labour Ministry to create a better link between job opportunities and rehabilitation programs. Professional rehabilitation staff are located in nine offices throughout the province.

Under the Vocational Rehabilitation of Disabled Persons Agreement, the Government of Canada cost-shares equally all expenses for the operation of a comprehensive provincial program of vocational rehabilitation for disabled persons.

In March, 1983, a three-day meeting of Western Canada provincial coordinators of vocational rehabilitation took place in Vancouver. The meeting, attended by the Coordinators from Ontario, Manitoba and Alberta and representatives from Saskatchewan and the Northwest Territories, helped to strengthen the interprovincial coordination of vocational rehabilitation services.

The process of vocational rehabilitation is dependent upon the availability and accessibility of appropriate community resources. In conjunction with relevant government ministries, non-government agencies and organizations of disabled persons, staff worked towards effective use of existing resources and coordinating plans for the development of new resources. The VRS continued to provide funding to a number of agencies that offer specialized vocational rehabilitation services.

VRS staff participated in the following projects during fiscal 82/83.

- A computer assessment and training centre was established at Pearson Hospital to assess and train severely physically disabled persons in the use of a computer to broaden employment opportunities.

- The Ministry of Education Advisory Committee on Vocational Training Programs met on several occasions to prepare recommendations to increase and improve vocational training programs for the hearing impaired.

- At Malaspina College, a new course entitled "Career Exploration for the Disabled" was established.

- A three-month work assessment program was implemented at Pacific Vocational Institute in Maple Ridge to provide disabled persons with improved opportunities for training in various trades.

- The Second Step Society in Nelson used outreach grants from the Canada Employment and Immigration Commission to help job-ready disabled persons obtain and retain competitive employment.

- A vocational training program for mentally handicapped adults was developed at Selkirk College.

Employment Funding Programs

A number of employment programs help employers to hire and train new workers, by offering wage incentives to help underwrite the costs of training. Additional programs are available to help stimulate the creation of new jobs.

Through the Industrial Training Program training subsidies helped private sector employers to offset the initial cost of training a new employee for permanent employment. During January to March, 1982, 506 training positions were created and in the 1982/83 fiscal year 2,192 positions.

The Women's Non-Traditional Employment Program made wage subsidies available to employers for training women in non-traditional occupations. In the first three months of 1982, 91 women found employment in non-traditional positions and in the 1982/83 fiscal year 411 non-traditional positions were created. (Occupations where women represent less than 15% of the work force are considered non-traditional.)

Initiated in September, 1980, the Critical Skills Shortage Program was completed at the end of 1982. The program gave financial assistance to employers able to provide apprenticeable employment for 1,078 apprentices in the seven trades identified as experiencing a critical shortage of skilled journeymen: heavy-duty mechanic, millwright, machinist, electronic technician, instrument mechanic, industrial electrician and diesel mechanic.

Rehabilitative Employment Activities

Three programs operated by the Ministry in 1982-83 offered rehabilitative employment opportunities to disabled persons.

Under the Provincial Training and Employment Program for Disabled Persons and in conjunction with major rehabilitation agencies, Ministry staff placed disabled persons in training positions to develop skills for securing permanent employment. Employment opportunities were provided for 191 disabled persons in fiscal 81/82 and 177 in fiscal 82/83.

The Personal Placement Program of the Ministry funds the employment of disabled and disadvantaged persons in training positions within provincial government ministries. During fiscal 81/82, 181 persons were trained under the program, and in 82/83, 119 persons received training, with many participants successfully competing for regular Public Service positions.

Under the Income Assistance Program the Ministry continued to cooperate with the Ministry of Human Resources to fund private sector employers who train those receiving income assistance. In fiscal 81/82, 483 were employed under the program, and last year 324 clients received training.

Employment Stimulation Activities

In the winter of 1982/83, employers in targeted sectors received funding under the Winter Employment Stimulation Program for employing income assistance recipients and those whose unemployment insurance benefits were due to expire. A total of 2,007 were employed.

Similar funding under the Summer Job Creation Program helped employers to hire students and youth during the summer months, particularly in the business and agricultural sectors, as well as in post-secondary institutions and high-technology, museums and tourist information centres. During 1981/82, 7,213 young people were so employed. In 1982/83, the figure was 8,423.

Federal/Provincial Employment Activities

Joint funding under the Canada-British Columbia Employment Development Program (NEED) created employment opportunities for those whose Unemployment Insurance benefits had expired and those in receipt of income assistance. Workers participated in projects of benefit to their local community.

The program, approved in January, 1983, had created 1,081 jobs by the end of March.

Also jointly funded by the provincial and federal governments, the Employment Bridging Assistance Program (EBAP) created job opportunities for Unemployment Insurance recipients in intensive forest management projects to allow communities to sustain economic vigor and retain skilled workers.

The program, approved in April, 1982, was administered by the Ministry of Forests, and produced 5,415 jobs during the period to March 31, 1983.

As an expansion of EBAP, the Community Recovery Program (CRP) provided Unemployment Insurance recipients with employment of benefit to their communities. Approved in October, 1982, the program provided 3,323 jobs to March 31, 1983.

Developed jointly by the federal and provincial governments, the Simulated Work Experience Program for Unemployed Apprentices grew out of concern that a future shortage of skilled journeymen could result from job scarcity and layoffs affecting apprentices. It was designed to provide laid-off or otherwise unemployed indentured apprentices with a chance to continue their training towards journeyman status during the economic downturn and to maintain the momentum achieved in apprenticeship placement over the past two years.

Participating apprentices continued to receive their Unemployment Insurance benefits and sponsors were reimbursed for costs.

Sponsors included companies, communities, joint apprenticeship training committees and post-secondary educational institutions. A high level of cooperation between all parties contributed to the success of the project, which also involved trade unions, the Canada Employment and Immigration Commission and the provincial Education and Labour Ministries.

At the end of March, 1983, 580 apprentices participated in 25 projects in this first program of its kind in Canada.

W O M E N ' S P R O G R A M S

June, 1982, saw the appointment of a Deputy Minister of Women's Programs. Subsequently, the Women's Office was moved from the former Employment Opportunities Branch to the office of the Deputy Minister for Women's Programs. It now operates out of two locations: an executive policy development and research office in Victoria and a community outreach office in Vancouver, which was formally opened by the Minister of Labour in October, 1982.

With the appointment of the Deputy Minister, Women's Programs' mandate was broadened to include issues outside of the employment and training area, e.g. family and social violence.

In August 1982, one senior official in each Ministry of the Provincial Government was appointed to act as an adviser to the Deputy Minister, Women's Programs, and in this role to represent the needs and concerns of women in his/her ministry and of that ministry's women clients. Together, the 21 advisers make up a forum where a variety of women's issues can be addressed. This concept of a permanent inter-ministry structure working on behalf of women is unique in Canada.

Community Outreach

Through its Vancouver Office, Women's Programs developed a wide network of community contacts with women's organizations, counselling centres, employers, unions and educational institutions. Two meetings were held with representatives of over 25 established women's groups. Women's Programs staff participated as facilitators, speakers and observers in numerous conferences, workshops, seminars and career fairs. Fourteen projects sponsored by community agencies were funded through grants awarded by Women's Programs.

A community referral service was initiated by the Vancouver Women's Office, where the expanded Resource Centre is located, containing a variety of publications, data and related information. Women's Programs' initiatives outside the Lower Mainland were delivered with the assistance of Apprenticeship and Employment Training counsellors as part of their ongoing duties.

Public Information

Three issues of the Women's Office Newsletter Women and Work: Changing Times were published and distributed to over 6,500 institutions and individuals. With the Fall 1982 issue, the publication's name was changed to The Women's Office Newsletter. An advertising campaign, designed to inform the public about the activities and services of the Women's Office, was undertaken as part of the celebration of International Women's Day, March 8, 1983. Women's Programs maintained liaison with the media, issued press releases and arranged interviews for the Deputy Minister and other staff members. Audio-visual and photographic resources were developed, as well as printed materials for display purposes.

Policy Analysis and Planning

The Policy Analysis and Planning Section developed research and policy papers on subjects of concern to women and collected data on the economic and social status of women in B.C. Trends were interpreted to help government decision-makers in policy formulation. The section also coordinated the monthly meetings and other activities of the Ministry advisers' group to the Deputy Minister, Women's Programs.

Between April 1, 1982 and March 31, 1983, 279 employers created 411 positions for women under the Non-Traditional Employment Program. (Figures are not available for January 1 to March 31, 1982.)

SUPPORT SERVICES

Readers are advised that the Ministry of Labour Annual Report is now compiled on a fiscal year basis rather than by calendar year, as a result of an amendment to the Ministry of Labour Act in 1982. This report, therefore, incorporates information for fiscal 82/83 as well as the three-month period January through March, 1982. In most cases figures are reported separately to facilitate comparison with previous years.

FINANCE AND ADMINISTRATION

The Finance and Administration Branch provides financial and administrative services for the Ministry and its boards, agencies and commissions.

Services include the preparation, control and distribution of payroll documentation, accounts payable, travel reimbursements, purchase requisitions, and the billing and collection of revenue and recoveries; coordination of the annual estimates and budget preparation; provision of monthly financial reports to program managers; maintenance of a budgetary performance system; and coordination of office accommodation, facilities, furniture and equipment, telecommunications equipment and vehicle fleet management.

During the 1982/83 term, the Branch was assisted by the Policy Implementation Division of the Ministry of Finance to develop and implement Ministry financial policies and systems in compliance with the Financial Administration Act. The development and implementation of financial policies is a multi-year project and as at March 31, 1983, 72% of the total required policies were drafted with the balance in process.

SUMMARY OF REVENUE BY SOURCE
FISCAL YEAR ENDED MARCH 31, 1982

		ESTIMATED	ACTUAL
SAFETY ENGINEERING			
Boiler inspection fees		$ 700,000	$ 655,474
Electrical inspection fees		2,630,000	2,826,711
Elevator inspection fees		600,000	471,920
Gas inspection fees		500,000	785,549
Federal/Provincial share -	Boilers	-------	8,125
	Electrical	-------	115,218
	Elevating	-------	9,983
TOTAL: Safety Engineering		4,430,000	4,872,980
APPRENTICESHIP			
Tradesmen's qualification		20,000	38,876
EMPLOYMENT STANDARDS			
Employment agencies		6,750	10,000
Farm licenses		3,000	2,600
TOTAL: Employment Standards		9,750	12,600
MISCELLANEOUS			
Trade Schools		8,000	8,040
Sundry sales		-----	85,898
TOTAL: Miscellaneous		8,000	93,938
TOTAL REVENUE		$ 4,467,750	$ 5,018,394

SUMMARY OF EXPENDITURE BY APPROPRIATION
FISCAL YEAR ENDED MARCH 31, 1982

Vote No.		TOTAL APPROPRIATIONS			Actual Expenditures
		Main Estimates Voted	Other Authorizations	Total	
		$	$	$	$
140	Minister's Office	147,796			
	Statutory - Legislative Assembly Allowances and Pension Act (R.S.B.C. 1979, Ch. 228, part 1, sec. 12)		5,858	153,654	126,916
141	Ministerial Management and Policy Development	3,433,679		3,433,679	2,909,717
142	Industrial Relations and Occupational Safety	5,139,035		5,139,035	4,680,371
143	Manpower	43,372,956		43,372,956	37,584,024
144	Safety Engineering	7,411,531		7,411,531	7,019,252
145	Human Rights Programs	1,184,429		1,184,429	1,100,083
146	Boards and Agencies	2,473,010			
	Supplement - Special Warrant No. 12		200,000	2,673,010	2,472,959
147	Building Occupancy Charges	2,450,779		2,450,779	2,367,296
148	Computer and Consulting Charges	885,470		885,470	846,130
		66,498,685	205,858	66,704,543	59,106,748
	Less efficiencies achieved to control government growth	(1,375,000)		(1,375,000)	
		65,123,685	205,858	65,329,543	59,106,748

MINISTRY OF LABOUR
FISCAL YEAR ENDED MARCH 31, 1983

UNAUDITED SUMMARY OF EXPENDITURE BY APPROPRIATION*

VOTE NO.	SUB-VOTE	ADJUSTED ESTIMATES	SPECIAL WARRANT	TOTAL	EXPENDITURE
57	Minister's Office	$ 152,517	$27,000	$ 179,517	$ 179,341
58	Ministry Management	8,303,675		8,303,675	6,440,242
	Women's Programs	339,064		339,064	215,353
	Labour Relations and Compensation Advisory	1,524,891		1,524,891	1,378,595
	Employment Standards Branch	3,403,993		3,403,993	3,373,150
	Human Rights Programs	1,595,681		1,595,681	1,251,955
	Safety Services	8,611,114		8,611,114	8,050,760
	Employment Training Programs	8,083,648		8,083,648	7,107,574
59	Labour Relations Board	2,863,927		2,863,927	2,455,087
	Employment Standards Board	205,887		205,887	203,534
	Boards of Review	10		10	--
	Essential Services Advisory Agency	236,786		236,786	37,876
	TOTAL: Vote 57, 58, 59 (Includes the transfer to Vote 58 of Vocational Rehab. Service from the Ministry of Health)	$35,321,193	$27,000	$35,348,193	$30,693,467
	Employment Development Account Funding	$36,318,741		$36,318,741	$27,734,203
	TOTAL OF ALL:	$71,639,934	$27,000	$71,666,934	$58,427,670

* The figures presented are preliminary. They may or may not agree with the official Public Accounts.

UNAUDITED SUMMARY OF REVENUE BY SOURCE
FISCAL YEAR ENDED MARCH 31, 1983

		ESTIMATED	ACTUAL
SAFETY ENGINEERING			
Boiler inspection fees		$ 636,000	$ 617,043
Electrical inspection fees		3,065,000	2,174,247
Elevator inspection fees		665,000	456,665
Gas inspection fees		1,002,000	668,113
Federal/Provincial share -	Boilers	---	14,393
	Electrical	---	---
	Elevating	---	11,395
	Farm	---	7,971
TOTAL: Safety Engineering		5,368,000	3,949,827
APPRENTICESHIP			
Tradesmen's qualification			
Welding Certificates		100,000	19,790
Duplicate Certificate fees		---	620
TOTAL: Apprenticeship		123,000	56,664
EMPLOYMENT STANDARDS			
Employment agencies		6,750	55,743
Farm licenses		2,000	5,850
TOTAL: Employment Standards		8,750	61,593
MISCELLANEOUS			
Trade Schools		9,000	17,940
Sundry sales		77,000	159,572
TOTAL: Miscellaneous		86,000	177,512
TOTAL REVENUE		$ 5,585,750	$ 4,245,596

POLICY, PLANNING & RESEARCH

The Division was established in March, 1983, combining the former Program Services Branch and the program development components of the Apprenticeship and Employment Training Programs.

Its purpose is to support Ministry executives and management through research, data analysis, policy development, legislative review and forecasting activities and evaluation.

Because the amalgamation took place at the close of the reporting period, activities reported here will be within the framework of the former components.

Program Services

The branch provided information and analysis services to Ministry officials and in support of various programs within the Ministry, as well as to associated agencies, boards and commissions.

It was represented on a number of inter-ministerial and inter-provincial committees and provided labour market and industrial relations information to the public.

Three annual publications were produced: Calendar of Expiring Collective Agreements, B.C. Labour Directory, and Negotiated Working Conditions. On a monthly basis, the branch published the Labour Research Bulletin, a journal of labour market trends, analysis, industrial relations issues and feature articles. During 1982, articles included "Provincial Worklife Pilot Survey", "Developing a Pension Policy for the Future", "Women in the Labour Market" and "Apprenticeship and Employment Training Division Activities" (published in 1983). Regular articles covered the Monthly Statistics Canada Labour Force Survey results, information on the consumer price index, work stoppages, contract settlements, summaries of arbitration awards, Employment Standards Board Decisions and highlights of the activities of the Mediation Services Branch.

The branch houses the Ministry's library of over 5,000 titles, plus a collection of journals and government publications related to labour issues. Directed primarily to Ministry staff, the library is also available to the public. In 1982, activities included development of a Ministry library policy, recataloguing, and technical support to library holdings in other ministries.

Among the research projects completed in the reporting period were an occupational forecast for the construction industry, undertaken in cooperation with the manpower committee of the Construction Industry Advisory Council; a report of the British Columbia Construction Industry Safety Inquiry, prepared with the assistance of branch researchers; work on guidelines for control of friable asbestos and a study of air quality and formaldehyde in public buildings.

Inter-ministerial and inter-governmental activities included the following: research in support of the federal-provincial National Training Agreement; research undertaken for The Canadian Association of Administrators of Labour Law (CAALL); participation in a review of industrial and resource projects; research on future pension policy and retirement age practices and input into the inter-ministerial committee on manpower forecasting; research on WCB issues and support to the inter-ministerial committee on safety and occupational health.

Work was begun on Phase III of the Critical Trades Survey, which measures occupational employment in the retail and wholesale trade, transportation, post-secondary education and health care industries. The survey was complete by spring 1982 and a report based on the survey findings was published early in 1983. Branch personnel worked with other ministries on the mining industry manpower pilot survey, which measured employment by occupation and the occupational and training background of workers in the mining industry. The survey was conducted in the spring of 1982, and a first report was prepared early in 1983.

Activities related to the annual strategic planning for the Ministry included the evaluation of programs offered and a study of methods used for evaluation.

Routine research support was given to the Construction Industry Advisory Council and its manpower committee, the Provincial Apprenticeship Board and the Federal-Provincial Labour Market Needs Committee.

During 1982, the Program Services Branch administered the Ministry's data processing activities. A long-term information processing strategy was developed with the completion of the Ministry's Application Plan for Systems (MAPS) project, which included an application inventory of all business functions performed on behalf of the Ministry throughout the province. The systems group participated in the ongoing development of the Apprenticeship Information Management System (AIMS), scheduled for completion by mid-1983. The final phase of the Ministry's word processing strategy was implemented in preparation for new office automation technology.

Program Development

Program Development Staff worked closely with representatives of industry and small business, high technology employers and federal and provincial government departments to develop employment training programs to meet the demand for skilled workers in the province and to formulate job creation initiatives.

In addition, the federal and provincial governments cooperatively developed employment programs, using federal government assistance available under Section 38 of the Unemployment Insurance Act and provincial funds. The Employment Bridging Assistance Program (EBAP), the Community Recovery Program (CRP), the Canada/British Columbia Employment Expansion and Development Program (NEED) and the Simulated Job Training Program for Unemployed Apprentices were

initiated to address the high levels of unemployment and promote the economic recovery of British Columbia and Canada.

Staff were involved in the preparation of program curricula for apprentices and written materials pertaining to the trade areas, including information for high school counsellors, employers and apprentices.

A new Guide to Roofing Manual was published during 1982 and the program development section collaborated with the Ministry of Education in the publication of a new Drywall Finishing Manual. The Millwright Manual of Instruction and Boilermaking Manual, published by the Apprenticeship and Employment Training Branch and Ministry of Education, respectively, continued to be popular and required additional printings.

For provincial skilled trades-oriented programs, development and revision work was completed on 15 course outlines and 14 tradesmen's qualification examinations. Training guides, study guides and skill profile charts were developed in conjunction with the course outlines to provide trainees and employers with information on forthcoming technical training.

Program Development staff worked with the Ministry of Education as well as industry in the review and validation of the new entry level Training Access program (TRAC).

Policy, Planning and Research now has responsibility for the management of the Trade Advisory Committees which were formerly handled by Apprenticeship and Employment Training Programs.

PERSONNEL BRANCH

The mandate of the Personnel Branch is to assist Directors in selecting, allocating and maintaining a competent work force and to see that the necessary controls are in place for effective management of human resources within government guidelines. Personnel assists managers and provides guidance and advice with all matters related to recruitment and selection, labour relations, accident prevention, benefits administration, classification and organization design and employee counselling.

Recruitment and Selection

The recruitment and selection function experienced a restriction imposed by the hiring freeze in July 1982, which continued throughout the 82/83 fiscal year. However, from January 1982 to March 1983, 69 competitions were held. The vacancies in each quarter of this report break down as follows:

- January '82 to March '82 18
- April '82 to June '82 57
- July '82 to September '82 41
- October '82 to December '82 44
- January '83 to March '83 52

At the fiscal year-end, 92.2% of the Ministry regular staff establishment was filled.

Staff Training and Development

Curtailed by budget cuts, only four in-house courses were conducted, two on Problem Solving and Decision Making and two on Communication Skills Techniques. Sixty people of the middle-senior management group attended.

The branch also assisted the Apprenticeship Branch in providing five courses in Marketing Skills for 25 of the Employment Training Counsellors.

From January 1982 to the end of March 1983, there were 620 training days undertaken by the employees of the Ministry, the result of 276 employee-requested courses and Ministry-initiated courses.

Labour Relations

The level of grievances remained low, consistent with past years. Two issues went before the Labour Relations Board.

Training sessions were conducted for supervisors on the Collective Agreements and handling of grievance matters.

A work stoppage resulted from the contract dispute in the fall of 1982 and management exclusions continued to provide services essential to health and safety.

Reorganization

The Ministry embarked on an integration and reorganization of several of its branches during 1982/83. Much of the role definition in the new structure was completed with final approval and implementation to take place in the next fiscal year.

COMMUNICATION SERVICES

Communication Services Branch plans and implements the communications activities of the Ministry, including the coordination of advertising campaigns and other promotional activity, and communications within the Ministry.

The branch undertook a number of information projects during the period January, 1982 to March, 1983 designed to enhance awareness of Ministry programs and services. These activities included assistance with the production and publication of informational brochures, newsletters and technical publications (204 publications printed); distribution of news releases (47 releases prepared and distributed); preparing speeches for the

Minister and Ministry officials; and advertising of Ministry programs in newspapers and magazines and on radio.

Major advertising campaigns during the period included the promotion of employment training and stimulation programs. The first campaign in May, 1982 focussed on the summer job program, while the second campaign in December, 1982 and January, 1983 was developed to promote all programs, including winter employment stimulation.

In addition to the ongoing publication of newsletters, research material and information brochures, special publications included the second edition of the Ministry's Guide to the B.C. Labour Code, published in 1982. Two publications dealing with guidelines to the control of friable asbestos in buildings were produced on behalf of the Occupational Environment Branch.

The branch worked closely with other program areas to contribute information on employment and labour matters for a consumer education course curriculum being prepared by the Ministry of Education.

Another special project involved the co-ordination of a seminar on Ministry services to small business, which took place in Kelowna in March, 1983.

AGENCIES, BOARDS AND COMMISSIONS

Readers are advised that the Ministry of Labour Annual Report is now compiled on a fiscal year basis rather than by calendar year, as a result of an amendment to the Ministry of Labour Act in 1982. This report, therefore, incorporates information for fiscal 1982/83 as well as the three-month period January through March, 1982. In most cases figures are reported separately to facilitate comparison with previous years.

EMPLOYMENT STANDARDS BOARD

A quasi-judicial body, the Employment Standards Board was appointed under the Employment Standards Act.

The Board adjudicates and rules on disputes between employers and employees relative to the Act and hears appeals from decisions made by the director of the Employment Standards Branch. It is structured to operate in panels, which allows the members to deal with several matters at the same time.

During the first three months of 1982 the Board held 35 hearings. From April, 1982 through March 31, 1983, 174 hearings were held. Members travelled extensively throughout the province to deal with disputes where they occurred.

As a result of a Supreme Court of British Columbia decision about the constitutionality of certain sections of the Act, the Board ceased hearings on February 15, 1983. At that time, 35 hearings had been scheduled to take place between February 15 and March 31. This decision was being appealed by the Employment Standards Board as of March 31, 1983.

PROVINCIAL APPRENTICESHIP BOARD

The Provincial Apprenticeship Board (PAB) is a link between the public and government agencies that deliver and administer apprenticeship training in British Columbia.

Responsibilities include offering advice to those agencies and recommending policy to the Minister of Labour for the administration of apprenticeship training.

In developing its advice and recommendations, the Board consults with the public and individual segments of the community to focus on concerns. The year 1982 was particularly busy in that regard.

Members participated in two major public involvement events - Apprenticeship Awareness forums, which the PAB jointly sponsored with Okanagan College in Kelowna in May, and with Selkirk College in Castlegar in October.

Several members travelled to the College of New Caledonia in Prince George in October to discuss apprenticeship training with community college counsellors at the provincial meeting of The British Columbia Colleges and Institutes Counsellors' Association.

Some participated directly in the deliberations of Trade Advisory Committees (TAC), comprising employer and union representatives and others interested in apprenticeship in individual trades. And all listened and responded to the work of the TACs, which report monthly to the Board on issues, problems and proposals for change and improvement.

Board members gave leadership to the development of a simulated on-the-job training program for unemployed apprentices.

The program gives apprentices who have been laid off an opportunity to continue their progress toward journeyman status in spite of the impact of the economic downturn. In this way, these individuals will be in a better position to find employment and to help B.C. meet an anticipated increase in demand for trade skills when the economy turns upward.

This program grew out of the Board's concern that lay-offs of apprentices during economic downturn might contribute to skill shortages that would impair the province's ability to take advantage of recovery opportunities and future growth.

The idea was made to work by the high degree of cooperation and support it drew from all concerned, including the federal government through the Canada Employment and Immigration Commission, the provincial government through the Ministries of Labour and Education, employers, educational institutions and trade unions.

By April 1983, some 580 unemployed apprentices had been enrolled in this first-in-Canada program, with projects in most regions of the province providing hands-on training for laid-off apprentices in electrical, millwright, pipefitting, steel fabrication and heavy-duty mechanic trades.

Board members were active during 1982/83 in the development of the TRAC (training access) program, introduced at training institutions throughout the Province in January 1983 as a replacement for the previous pre-apprenticeship and pre-employment training programs.

BOARDS OF REVIEW

The boards of review, established under Section 89 of the Workers' Compensation Act, provide for an appeal agency independent of the Workers' Compensation Board (WCB). The Members and Chairmen of the boards of review are not employed by the WCB; they are appointed to serve by the Lieutenant Governor in Council.

An appeal may be made by a worker, dependant or employer following an original decision of an officer of the WCB on a worker's claim. Each appeal is considered by a panel of two members and a chairman, with backgrounds of labour and management represented.

A worker, dependant or employer need not appear at a meeting with a representative, however, representation is often provided by union officers, company officers, lawyers and by the Office of the Workers' Adviser and Employers' Adviser. Proceedings are recorded and a transcript is available in the event of a further appeal.

In the 1981 Annual Report, the trend to a sharply increased caseload of appeals was identified, noting that 25% more appeal notices had been received in 1981 than in the previous year. During the time covered by this Annual Report, the trend has continued and increased. By March 31, 1983, the number of appeals received by the boards of review was up 38% over those received to the end of 1981.

The increased caseload and staff shortages have caused a steadily mounting backlog of unprocessed appeals. As a result, hearing dates have become much more delayed. Average waiting time for an appeal hearing in 1980 was approximately 2 months; that increased to 4 months in 1981 and at the time of this report the delay is more than 12 months.

An increase of 28% in the number of cases disposed of during this reporting period over 1981 has somewhat alleviated the effect of the burgeoning caseload. The increase in output was due to new staff appointments, more decisions by each panel and procedural changes designed to streamline administrative functions.

EMPLOYMENT STANDARDS BRANCH

Wage Recovery

January - March , 1982	
No. of certificates issued	241
Value of certificates	$1,337,109
April, 1982 - March, 1983	
No. of certificates issued	1,501
Value of certificates	$11,339,986

Recovered by Litigation

January - March, 1982	$227,414
April, 1982 - March, 1983	$1,741,499

Recovered by Voluntary Compliance

January - March, 1982	$375,276
April, 1982 - March, 1983	$2,784,346

Assignments

January - March, 1982	3,883
April, 1982 - March, 1983	16,658

Employment Agencies

Licenses issued:	
January - March, 1982	88
April, 1982 - March, 1983	115

Farm Labour Contractors

Licenses issued:	
January - March, 1982	NIL
April, 1982 - March, 1983	44

Child Employment Permits

Permits issued:	
January - March, 1982	44
April, 1982 - March, 1983	148
Hand-harvesting berry, fruit and vegetable crops	2,720
Total Child Employment Permits issued 1982/83	2,912

MEDIATION SERVICES

January 1 - March 31, 1982

Appointments continued from previous year	130
Appointments made (Jan 1/82 to Mar 31/82)	56
No official appointment	2
TOTAL	188
Appointments rescinded	1
Appointments continuing	94
TOTAL appointments completed Jan 1 - Mar 31/82	93
Settlements:	
During term of Officer's appointment	80
Following Report of the Officer	7
No official appointment	2
TOTAL SETTLED	89
Number of Employers involved	97
Number of bargaining units involved	103
Number of Employees involved	4,332

April 1, 1982 - March 31, 1983

Appointments continued from March 31, 1982	94
Appointments made (Apr 1/82 - Mar 31/83)	300
No official appointment	14
TOTAL	408
Appointments rescinded	13
Appointments continuing	115
TOTAL appointments completed Apr 1/82 - Mar 31/83	280
Settlements:	
During term of Officer's appointment	215
Following Report of the Officer	21
No official appointment	14
TOTAL SETTLED	250
Number of Employers involved	373
Number of bargaining units involved	389
Number of employees involved	62,227
Percentage of settlements for period Jan 1/82 - Mar 31/83	92%

ARBITRATION AND SPECIAL SERVICES

	Jan-Mar 82	Apr 82-Mar 83
Number of Awards	115	467
Number of Arbitration Boards	32	173
Number of Single Arbitrators	83	294
Number of Ministerial Appointments	10	26
Number of Ministerial Boards	1	13
Number of Minister Single Arbitrators	9	13

Discharge Arbitration Awards in 1982

Number of Discharges..... 97
Average Time Elapsed Between Violation and Date of Award.....176
Shortest Time Discharge (Boards)..... 64
Longest Time Discharge (Boards).....388
Shortest Time Discharge (Single Arbitrator)..... 20
Longest Time Discharge (Single Arbitrator).....374

Average Number of Days to Complete Arbitration Cases in 1982

	Single Arbitrators	Arbitration Boards
Date of Discharge to Date of Award	156	204
Date of Appointment by Minister to Date of Award	130	131
Date of Hearing to Date of Award	45	56

EMPLOYERS' ADVISER

January 1 to March 31, 1982:

New Claims.....156
Boards of Review Representations..... 27
Commissioners' Representations..... 10
Assessment Cases..... 8
TOTAL Cases on Hand.....164

April 1, 1982 to March 31, 1983:

New Claims.....610
Boards of Review Representations..... 61
Commissioners' Representations..... 37
Assessment Cases..... 52
TOTAL Cases on Hand.....662

BOILER AND PRESSURE VESSEL SAFETY

	Jan-Mar 82	Apr 82-Mar 83
Inspections conducted	1400	7000
Work permits issued	184	600
Equipment certified	1300	6500
Examinations given	1100	5100
Individuals & contractors certified	1200	5800
Investigations	30	160
Designs surveyed	300	901
Meetings & seminars	250	1050
Written recommendations and reports on defects and hazards	350	1600

ELECTRICAL SAFETY BRANCH

	Jan-Mar 82	Apr 82-Mar 83
Inspections conducted	19,943	84,415
Work Permits - contractor	9,567	41,995
- annual	477	565
- homeowner	2,599	13,200
Total Permits Issued	12,642	65,760
Pieces of Equipment Certified	3,951	16,647
Examinations conducted	214	793
Individual Contractors Certified	3,348	3,767
Investigations Conducted - Fire/accident	141	228
- hazard elimination	647	2,019
Plans Examined	195	702
Meetings & Seminars Conducted	45	253
Number of Code Seminars		36
Number of people attended code seminars		700 +

Accident and Fire Investigations 1982 - 1983

Incidents involving human fatalities	1	4
Incidents involving animal fatalities	2	-
Electrical Burns	-	6
Electric shock and miscellaneous injury	-	2
Failure of equipment (no fire)	-	8
Overhead line contact without injury	1	-
Fires		
Attributed to human failing	1	12
Attributed to damaged or substandard wiring	4	43
Equipment failure	5	36
Undetermined origin	12	89
Non-electrical causes	1	23
Miscellaneous incidents	-	5
TOTAL	27	228

Number of Disciplinary Actions

Prosecutions	7	37
Authorization privilege suspensions	8	33
Permit privilege suspensions	15	78

ELEVATING DEVICES SAFETY BRANCH

	Jan-Mar 82	Apr 82-Mar 83
Regular inspections	2,160	9,689
Testing and acceptances of new equipment	127	691
Accidents investigated	27	131
Complaints investigated	71	380
Directions issued	2,900	12,309
Drawings registered	235	414

GAS SAFETY BRANCH

	Jan-Mar 82	Apr 82-Mar 83
New designs checked	725	2,810
Appliance certifications	550	1,305
Gas permits issued	5,015	23,065
Inspections conducted	(approx) 12,500	(approx) 50,000
Gas Fitter examinations	145	655
Gas Fitter licences issued (new)	75	331
Gas Fitter licences renewed	2,000	3,761
Gas Contractor licences issued (new)	20	240
Gas Contractor Licences renewed	510	865
Home Owner Licences issued	95	400
Prosecutions	0	2
Licence suspensions	2	6
Gas Bonds called	0	0
Meetingsconducted	25	110
Special Investigations		
Explosions	2	8
Fires	1	15
Other Incidents	2	10
Fatalities	0	0
Near Asphyxiations	0	1
Written Recommendations on Defects and Hazards (est.)	910	2,568

OCCUPATIONAL ENVIRONMENT BRANCH

	Jan-Mar 82	Apr 82-Mar 83
Inspections conducted		
- Factories	894	4,118
- Shops	145	787
- Offices	887	4,087
Reinspections conducted		
- Factories	799	3,320
- Shops	29	189
- Offices	411	2,127
Complaints investigated	135	403
Directives issued	981	3,943
Plans approved	156	381
Consultation or seminars conducted	330	1,202
Homeworker permits issued		
- Employers	annual permits	49
- Employees	annual permits	62

EMPLOYMENT PROGRAMS
January to March, 1982

Program	Positions Created	$ Committed
INDUSTRIAL TRAINING		
-Industrial Training Program	506	1,689,091
-Women's Non-Traditional Employment Program	91	112,994
-Critical Skills Shortage Program (Sep 80-Dec 82)	1,078	4,478,027
REHABILITATIVE EMPLOYMENT		
-Program for the International Year of Disabled Persons	191	409,411
-Personal Placement Program	181	674,193
-Income Assistance Program	483	691,571
SUMMER JOB CREATION		
-Business	4,319	3,772,158
-Agriculture	1,385	1,275,548
-Tourism	211	516,055
-Museum	103	227,706
-Colleges/Institutes	215	466,082
-Universities	895	2,295,929
-Local Governments	85	202,799

EMPLOYMENT PROGRAMS
April 1982 to March 1983

Program	Projects	Positions	Committed
INDUSTRIAL TRAINING			
-Industrial Training Program	1,658	2,192	4,987,750.47
-Women's Non-Traditional Employment Program	279	411	898,053.25
REHABILITATIVE EMPLOYMENT			
-Provincial Training & Employment Program for Disabled Persons	125	177	659,734.57
-Personal Placement Program	118	119	518,270.73
-Income Assistance Program	269	324	561,232.75
EMPLOYMENT STIMULATION			
-W.E.S.P.			
-Business	926	1,580	2,286,132.50
-Agriculture	164	242	311,893.00
-Tourism/Museum	77	185	492,299.62
-Summer Job Creation			
-Business	3,477	5,356	5,754,573.16
-Agriculture	1,167	1,663	1,828,475.75
-Tourism/Museum	173	353	698,281.56
-Post Secondary Institutions	22	1,000	1,195,200.00
-High Technology Employers	22	51	61,200.00
FEDERAL/PROVINCIAL EMPLOYMENT ACTIVITIES			
-New Employment Expansion Development (NEED)	55	1,081	2,200,000.00*
-Employment Bridging Assistance Program (EBAP)	530	5,415	6,018,311.00*
-Community Recovery Program (CRP)	628	3,323	2,456,622.00*
-Simulated Work Experience Program for Unemployed Apprentices	25	580	1,774,143.00*

* Represents provincial contribution

TRADESMEN'S QUALIFICATION CERTIFICATES ISSUED

	Jan-Mar 82	Apr 82-Mar 83
Auto Body Repair	3	25
Auto Mechanical Repair	24	134
Boilermaking (Erection)	5	34
Bricklaying	-	2
Carpentry	52	341
Cooking	5	30
Domestic Radio & TV Repair	-	4
Drywall Finishing	-	2
Electrical Work	-	1177
Floor Covering	-	-
Heavy Duty Mechanic Repair	18	146
Industrial Electrical	4	23
Industrial Instrumentation	4	24
Ironwork	-	1
Joinery (Benchwork)	4	21
Lumber Manufacturing Industry - Benchman	1	3
- Saw Filer	3	13
- Saw Fitter	7	14
Machinist	3	45
Millwright	41	188
Oil Burner Mechanic	1	20
Painting & Decorating	13	47
Plumbing	14	52
Refrigeration	7	12
Roofing, Damp & Waterproofing	12	16
Sheet Metal Work	4	16
Sprinkler Fitting	-	36
Steamfitting & Pipefitting	4	30
Steel Fabrication	-	8
	231	2464

TRADESMEN'S QUALIFICATION EXEMPTION PERMITS ISSUED

	Jan-Mar 82	Apr 82-Mar 83
Domestic Radio & TV Repair	-	-
Electrical Work	-	177
Plumbing	4	8
Refrigeration	1	-
Roofing, Damp & Waterproofing	2	2
Sheet Metal Work	-	-
Sprinkler Fitting	-	-
Steamfitting & Pipefitting	2	5
	9	192

WELDING CERTIFICATES ISSUED TO 31 MARCH 1983

LEVEL A	658	
LEVEL B	23	TOTAL - 847
LEVEL C	166	

SUMMARY OF APPRENTICES IN TRADES
January - March 1982

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
Air Compressor and Pneumatic Tool Maker	4	1	1	1			3	1
Aircraft Maintenance Mechanic	3	3	9	6			18	2
Aircraft Painter	2							
Antique Furniture Restorer & Reproducer	4				1		1	
Anvilman	3							
Armature Winder	4		1	1			2	
Autoglass Installation	3	1	1	3			5	
Automatic Transmission Repair I	3	10	18	21			49	
Automotive Body Repair	4	131	128	114	96		469	19
Automotive Electric and Tune-up	3	6	10	12			28	3
Automotive Electrical	3	1	3	4			8	2
Automotive Machinist	4	12	18	22	7		59	
Automotive Mechanical Repair	4	378	423	393	323		1517	65
Automotive Painting & Refinishing	2	33	62				95	18
Automotive Parts Warehousing & Merchandising	3	26	42	26			94	14
Automotive Radiator Manufacturing & Repair	3	17	14	21			52	8
Automotive Trimming	4	3	4	6	8		21	1
TOTALS TO BE CARRIED FORWARD:		622	734	630	435		2421	133

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		622	734	630	435		2421	133
Baking	3	39	48	45			132	13
Bandsaw Benchman	3							
Barbering	2	37	78				115	17
Benchman-Lumber Manufacturing Industry	1	31					31	10
Blacksmith	4			1	3		4	
Boatbuilding	4	12	16	6	14		48	1
Boilermaking	4	4	4	4	5		17	
Boilermaking (Erection)	3	30	30	57			117	6
Bookbinding I	4	9	6	21			36	2
Bookbinding II	2	7	9				16	3
Bricklaying	4	73	70	76			219	14
Cableman	3	3	1	2			6	
Carman	4	1	1	3	2		7	1
Carpentry	4	811	766	492	399		2468	100
Cement Mason	3	4	9	7			20	
Circular Saw Filer-Lumber Manufacturing Industry	1	38					38	11
Cladding	2	27	27				54	6
Collator	4	1			2		3	
Commercial Transport Mechanic	4	13	10	3	1		27	
TOTALS TO BE CARRIED FORWARD:		1762	1809	1347	861		5779	317

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		1762	1809	1347	861		5779	317
Composition	5	5	4	7	12	5	33	3
Construction Millwright Lumber Manufacturing Industry	4			1	1		2	
Cooking	3	71	69	42			182	14
Cutting Machine Operator	5							
Dental Mechanic	4	13	11	8	14		46	1
Dental Technician	4	19	13	15	18		65	2
Diesel Engine Machinist	4			1			1	
Diesel Engine Repair	4	11	16	11	29		67	3
Diesel Fuel Injection	4	2	1	3	2		8	
Domestic Radio & Television Servicing	4	9	6	4	4		23	
Draftsman (Construction)	4			2			2	
Draftsman (Hull)	4			1	1		2	
Draftsman (Mechanical)	4		1				1	
Drapery Making	2							
Dressmaking & Dress Designing	2	2					2	
Drywall Finisher	3	34	28	24			86	1
Electric Metering	3	3	1	4			8	
Electrical Work - (Construction Section)	4	393	444	362	329		1528	60
TOTALS TO BE CARRIED FORWARD:		2324	2403	1832	1271	5	7835	401

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		2324	2403	1832	1271	5	7835	401
Electrical Work - (Marine Section)	4	1	1	1			3	
Electrical Work - (Neon Section)	4	1	4				5	1
Electrical Work - (Shop Section)	4	1		2			3	
Electrical Appliance Repair	3	13	10	5			28	2
Electro-Plating	4	1	2		5		8	
Electronics	4		1	1	1		3	
Electronics Audio & Radio Servicing	4	5	4		1		10	
Electronics (Commercial Antenna TV)	4	12	7	14	5		38	
Electronics - Industrial	5	1	2		1	1	5	
Electronics (Instrument Repair & Calib.)	4		1				1	1
Electronics (Marine)	4	1	1	1			3	
Electronics (Panels & Controls)	4		1				1	
Electronics (Radio Communication)	4	2	3	2	1		8	
Electronics (Sound Communication)	4				1		1	
Electronics (Telecommunication)	4	1	1	2	1		5	
Electronics Technician	4	7	9	7	10		33	
TOTALS TO BE CARRIED FORWARD:		2370	2450	1867	1297	6	7990	405

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		2370	2450	1867	1297	6	7990	405
Elevator Mechanic	4							
Embalming	2	9	8				17	1
Farm Machinery Mechanic	4				1		1	
Floor Covering	3	38	50	31			119	9
Floorlaying (Hardwood)	3							
Florist	2	10	11				21	3
Folding Machine Operator	5							
Forklift Mechanic	4	4	3	4	1		12	
Front End Alignment & Brake Service	2	27	30				57	3
Front End Alignment & Frame Straightening	4	5	4	4	4		17	
Gas Fitting	4	7	7	6			20	
Glassblowing (Scientific)	4							
Glazier	4	51	64	53	50		218	12
Graphic Arts	5	2					2	
Hairdressing	2	177	748				925	157
Heat & Frost Insulation	4	34	20	26	25		105	2
Heavy Duty Mechanical Repair	4	236	503	396	307		1442	101
Hydraulic Servicing	5	2	2	2			6	
Inboard/Outboard Mechanical Repair	4	11	11	15	12		49	4
TOTALS TO BE CARRIED FORWARD:		2983	3911	2404	1697	6	11001	697

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		2983	3911	2404	1697	6	11001	697
Industrial Electrical	4	124	205	190	152		671	47
Industrial Instrumentation	5	21	50	40	19	18	148	1
Industrial Mechanic	4	5	3				8	
Industrial Warehousing	3	13	20	15			48	6
Ironwork	3	83	52	41			176	19
Ironwork	4	5	1	17	13		36	4
Jewellery Engraver (Machine)	2	1					1	
Jewellery Manufacturing and Repair	4	16	13	9	9		47	
Joinery (Benchwork)	4	79	78	60	28		245	15
Leadburning	4		1	2	2		5	
Letterpressman	4	2	1				3	
Lineman	3	36	46	44			126	2
Lithography (5-6 years)	6			2			2	
Lithography (Artist)	5	2	1	1	1		5	
Lithography (Camera)	5	2	3		6	1	12	
Lithography (Platemaking)	5				1		1	
Lithography (Preparation)	5	9	15	12	13	6	55	1
Lithography (Press Feeder)	2	11	7	1			19	1
Lithography (Pressman)	4	27	26	22	12		87	1
Lithography (Stripping & Assembly)	5	2	1	3			6	1
TOTALS TO BE CARRIED FORWARD:		3421	4434	2863	1953	31	12702	795

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		3421	4434	2863	1953	31	12702	795
Loftsman	5							
Machinist	4	86	155	139	124		504	17
Machinist Fitter	4	5	2	6	6		19	
Machinist (Mould Shop)	3	1	1				2	
Maintenance Mechanic	4							
Maintenance Mechanic (Pipeline)	4							
Marine Engine Repair	4	1	8	12	8		29	2
Marine Engineering	4	8		1			9	
Marking & Stamping Device Technician	5							
Meat Cutting	3	45	38	42			125	9
Meat Cutting (Union Indenture)	2.5	5	8	9			22	
Millwright	4	189	355	316	202		1062	57
Motorcycle Repair	4	7	5	4	4		20	3
Moulding	4		1	6	8		15	
Moulding and Coremaking	4	1		4			5	
Multilith Operator	4		1				1	
Office Machine Mechanic	4	4	8	7	7		26	5
Oil Burner Mechanic	4	4	3	6			13	1
Operator/Area Dispatcher	3.5	3	7				10	
Optical Technician	4							
TOTALS TO BE CARRIED FORWARD:		3780	5026	3415	2312	31	14564	889

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		3780	5026	3415	2312	31	14564	889
Ornamental Ironwork	4	1					1	
Painting & Decorating	3	80	86	31	29		226	12
Partsman	3	26	62	75	9		172	17
Patternmaking	5	4	2	3	6		15	
Piledriver & Bridgeman	3	19	4				23	1
Plastering	4	4	5	2	8		19	1
Plastic & Rubber Fabrication	4	5	9	3	4		21	
Plastic Fabrication	3							
Plastic Sign Making	4	2	1	2	2		7	
Plumbing	4	248	256	210	127		841	25
Power Saw Repair	2		3				3	1
Practical Horticulture	4	11	20	16	18		65	8
Precast Concrete Moulder and Fitter	1							
Printer (5-6 years)	6	8	3	8	2	8	29	
Printing (Flexographic)	2		3				3	
Refrigeration	4	36	31	44	49		160	11
Rigger Sailmaker	4	1	4	2	3		10	
Roofing Damp & Waterproofing	3	139	87	39			265	7
Sailmaking	4	1	1				2	
Saw Conditioning	2							
TOTALS TO BE CARRIED FORWARD:		4365	5603	3850	2569	39	16426	972

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Jan-Mar 1982
TOTALS CARRIED FORWARD:		4365	5603	3850	2569	39	16426	972
Sawfitter - Lumber Manufacturing Industry	2	28	75				103	14
Sawmaking & Filing	4	1		2	1		4	
Sheet Metal Work	4	156	170	150	127		603	24
Sheetmetal (Manufacturing)	2		2				2	
Ship & Boatbuilding Industry	4							
Ship Plater	4	1	1	2	4		8	1
Ship Fitter	4	3	1				4	
Shipbuilding	4			1			1	
Shipwright	4	11	12	8	13		44	1
Sign Painting	4	10	7	10	6		33	1
Silversmithing & Plating	5			1	1		2	
Small Engine Repair	4	5	8	4	5		22	2
Springmaking	4	1		1			2	
Sprinkler Fitting	4	36	21	35	14		106	1
Standard Transmission Repair	3							
Steamfitting & Pipefitting	4	87	128	96	87		398	18
Steamfitting & Pipefitting Lumber Manufacturing Industry	4	5	5	2			12	
Steel Fabrication	4	104	113	120	80		417	12
Tailor	2				1		1	
TOTALS TO BE CARRIED FORWARD:		4813	6146	4282	2908	39	18188	1046

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served					Total No. of Apprentices in Training	Completed Jan-Mar 1982
		1st	2nd	3rd	4th	5th		
TOTALS CARRIED FORWARD:		4813	6146	4282	2908	39	18188	1046
Telecontrol Technician	5	3		4	5		12	1
Tile Setting	3	23	14	9			46	
Tire Repair	2	11	9				20	1
Tool & Die Maker	5	2	6	2		4	14	
Truck Body Building	4	1		1	1		3	
Upholstery	4	10	21	10	6		47	
Wall & Ceiling Installation	3	114	86	52			252	
Watch Repairing	5		2			2	4	
Welding	3	29	38	25			92	11
Winder Electrician	4	9	24	19	21		73	1
TOTALS:		5015	6346	4404	2941	45	1875i	1060

SUMMARY OF APPRENTICES IN TRADES
April 1982 - March 1983

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
Air Compressor and Pneumatic Tool Maker	4	1		1	1		3	
Aircraft Maintenance Mechanic	3	1	2	4			7	7
Aircraft Painter	2							
Antique Furniture Restorer & Reproducer	4	1					1	
Anvilman	3							
Armature Winder	4			1	1		2	
Autoglass Installation	3	1	1	1			3	3
Automatic Transmission Repair I	3	6	11	14			31	19
Automotive Body Repair	4	72	124	102	114		412	65
Automotive Electric and Tune-up	3	6	5	7			18	9
Automotive Electrical	3	2	2	3			7	5
Automotive Machinist	4	6	11	17	20		54	2
Automotive Mechanical Repair	4	217	360	380	384		1341	282
Automotive Painting & Refinishing	2	28	48				76	41
Automotive Parts Warehousing & Merchandising	3	22	20	43			85	16
Automotive Radiator Manufacturing & Repair	3	4	16	16			36	13
Automotive Trimming	4	2	6	4	5		17	5
TOTALS TO BE CARRIED FORWARD:		369	606	593	525		2093	467

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		369	606	593	525		2093	467
Baking	3	34	44	44			122	33
Bandsaw Benchman	3							
Barbering	2	29	85				114	52
Benchman - Lumber Manufacturing Industry	1	21					21	20
Blacksmith	4			2			2	3
Boatbuilding	4	1	11	14	5		31	11
Boilermaking	4	2	4	4	5		15	4
Boilermaking (Erection)	3	35	29	50			114	37
Bookbinding I	4		10	4	10		24	8
Bookbinding II	2	4	13				17	4
Bricklaying	4	18	71	64	56		209	18
Cableman	3		3	3	.		6	
Carman	4			1	2		3	2
Carpentry	4	174	734	667	544		2119	283
Cement Mason	3	1	2	9			12	5
Circular Saw Filer - Lumber Manufacturing Industry	1	23					23	34
Cladding	2	2	30				32	16
Collator	4		1		1		2	1
Commercial Transport Mechanic	4	9	12	15	4		40	
Composition	5	1	3	3	2	12	21	5
TOTALS TO BE CARRIED FORWARD:		723	1658	1473	1154	12	5020	1003

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		723	1658	1473	1154	12	5020	1003
Construction Millwright Lumber Manufacturing Industry	4				2		2	
Cooking	3	68	81	58			207	32
Dental Mechanic	4	13	9	15	17		54	3
Dental Technician	4	10	21	13	27		71	5
Diesel Engine Machinist	4				1		1	1
Diesel Engine Repair	4	1	11	12	12		36	26
Diesel Fuel Injection	4		2		5		7	
Domestic Radio & Television Servicing	4	9	6	4	4		23	1
Draftsman (Construction)	4	1			1		2	1
Draftsman (Hull)	4	1	1		1		3	1
Draftsman (Mechanical)	4			1			1	
Drapery Making	2	2	2				4	1
Dressmaking and Dress Designing	2		2				2	
Drywall Finisher	3	7	34	41			82	11
Electric Metering	3		3	1			4	4
Electrical Work - (Construction Section)	4	3	1	8			12	148
Electrical Work - (Marine Section)	4		1	1	1		3	
Electrical Work - (Neon Section)	4	1	4	4			9	
TOTALS TO BE CARRIED FORWARD:		839	1836	1631	1225	12	5543	1237

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		839	1836	1631	1225	12	5543	1237
Electrical Work - (Shop Section)	4		1		2		3	
Electrical Appliance Repair	3	10	7	8			25	4
Electrical Work	4	145	550	603	645		1943	105
Electro-Plating	4	2	1	1	1		5	3
Electronics	4	1		1			2	1
Electronics Audio & Radio Servicing	4	4	4	4	1		13	
Electronics (Commercial Antenna TV)	4	2	9	12	17		40	4
Electronics - Industrial	5			1			1	2
Electronics (Instrument Repair and Calib.)	4			1			1	
Electronics (Marine)	4	1	1	1			3	1
Electronics (Panels & Control)	4			1			1	
Electronics (Radio Communication)	4		3	2	1		6	
Electronics (Sound Communication)	4	4	5	5	2		16	
Electronics (Telecommunication)	4		1	1	2		4	1
Electronics Technician	4	5	7	8	7		27	10
Elevator Mechanic	4							
Embalming	2	11	8	2			21	8
TOTALS TO BE CARRIED FORWARD:		1024	2433	2282	1903	12	7654	1376

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		1024	2433	2282	1903	12	7654	1376
Farm Machinery Mechanic	4	3			1		4	1
Floor Covering	3	10	29	49			88	17
Floorlaying (Hardwood)	3							
Florist	2	8	15				23	10
Folding Machine Operator	5							
Forklift Mechanic	4		4	2	3		9	1
Front End Alignment & Brake Service	2	13	24				37	27
Front End Alignment & Frame Straightening	4	1	4	3	4		12	4
Gas Fitting	4	2	3	4	4		13	
Glassblowing (Scientific)	4	1					1	
Glazier	4	17	46	63	77		203	23
Graphic Arts	5		1				1	
Hairdressing	2	140	646				786	610
Heat & Frost Insulation	4	6	48	19	26		99	24
Heavy Duty Mechanical Repair	4	97	222	455	375		1148	276
Hydraulic Servicing	5		3	1	1		5	
Inboard/Outboard Mechanical Repair	4	7	11	8	16		42	10
Industrial Electrical	4				1		1	69
Industrial Instrumentation	5	7	21	45	39	18	130	16
TOTALS TO BE CARRIED FORWARD:		1336	3510	2931	2450	30	10256	2464

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		1336	3510	2931	2450	30	10256	2464
Industrial Mechanic	4	2	5	3			10	
Industrial Warehousing	3	7	8	24			39	14
Ironwork	3	69	83	33			185	54
Ironwork	4		5	1	20		26	10
Jewellery Engraver (Machine)	2	2	2				4	
Jewellery Manufacturing & Repair	4	10	16	9	7		42	5
Joinery (Benchwork)	4	48	67	64	50		229	26
Leadburning	4			1	2		3	2
Letterpressman	4		1	1			2	
Lineman	3	7	35	50			92	39
Lithography (5-6 years)	6					2	2	
Lithography (Artist)	5	2	3	1	3		9	
Lithography (Camera)	5	1	2	3	1	4	11	3
Lithography (Platemaking)	5					1	1	
Lithography (Preparation)	5	6	4	19	7	10	56	6
Lithography (Press Feeder)	2	1	14		1		16	6
Lithography (Pressman)	4	13	33	23	25		94	16
Lithography (Stripping & Assembly)	5		4	2	5	2	13	
Loftsman	5							
Machinist	4	23	82	135	136		381	110
TOTALS TO BE CARRIED FORWARD:		1527	3874	3300	2707	49	11471	2755

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		1527	3874	3300	2707	49	11471	2755
Machinist Fitter	4	1	5	2	6		14	4
Machinist (Mould Shop)	3		1	1			2	
Maintenance Mechanic	4							
Maintenance Mechanic (Pipeline)	4							
Marine Engine Repair	4	4	2	3	8		17	7
Marine Engineering	4	18		5	13		36	
Marking & Stamping Device Technician	5	2					2	
Meat Cutting	3	34	46	29			109	39
Meat Cutting (Union Indenture)	2.5	1	5	7			13	3
Millwright	4	40	202	331	344		917	148
Motorcycle Repair	4	11	6	5	4		26	5
Moulding	4	2		1	4		7	5
Moulding & Coremaking	4		1		4		5	
Multilith Operator	4	2					2	
Office Machine Mechanic	4	1	4	7	6		18	9
Oil Burner Mechanic	4	1	4	1	2		8	
Operator/Area Dispatcher	3.5		3	7			10	
Optical Technician	4		1				1	
Ornamental Ironwork	4							
Painting & Decorating	3	33	75	82			190	35
TOTALS TO BE CARRIED FORWARD:		1677	4229	3781	3098	49	12848	3010

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		1677	4229	3781	3098	49	12848	3010
Partsman	3	8	13	40			61	60
Patternmaking	5		2	1	4	2	9	3
Piledriver & Bridgeman	3	11	4	29			44	4
Plastering	4	2	1	4	2		9	4
Plastic & Rubber Fabrication	4		13	9	3		25	4
Plastic Fabrication	3							
Plastic Sign Making	4				2		2	2
Plumbing	4	61	251	225	223		760	87
Power Saw Repair	1	3					3	
Practical Horticulture	4	21	16	18	14		69	15
Precast Concrete Moulder and Fitter	1	3					3	
Printer 5-6 years	6	4	4	3	5	5	21	8
Printing (Flexographic)	2	2					2	
Refrigeration	4	15	38	26	54		133	36
Rigger Sailmaker	4		1	3	2		6	3
Roofing Damp & Waterproofing	3	26	116	59	5		206	39
Sailmaking	4			1			1	
Saw Conditioning	2		1				1	
Sawfitter - Lumber Manufacturing Industry	2	22	46				68	46
Sawmaking & Filing	4				1		1	1
TOTALS TO BE CARRIED FORWARD:		1855	4735	4199	3413	56	14272	3322

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82-Mar 83
TOTALS CARRIED FORWARD:		1855	4735	4199	3413	56	14272	3322
Sheet Metal Work	4	29	166	162	173		530	95
Sheetmetal (Manufacturing)	2	1					1	2
Ship & Boatbuilding Industry	4							
Ship Plater	4		1	1	2		4	4
Ship Fitter	4	8	12	2			22	
Shipbuilding	4				1		1	
Shipwright	4	1	11	9	9		30	11
Sign Painting	4	8	12	8	11		39	
Silversmithing & Plating	5				1	1	2	
Small Engine Repair	4	5	7	8	2		22	5
Springmaking	4			1	1		2	1
Sprinkler Fitting	4	4	42	22	42		110	6
Standard Transmission Repair	3	1					1	
Steamfitting & Pipefitting	4	18	98	128	121		365	63
Steamfitting & Pipefitting Lumber Manufacturing Industry	4		4	3	2		9	
Steel Fabrication	4	38	102	99	118		357	68
Tailor	2	1					1	
Telecontrol Technician	5		3		4	1	8	4
Tile Setting	3	14	17	18			49	3
Tire Repair	2	10	9				19	12
TOTALS TO BE CARRIED FORWARD:		1993	5219	4660	3900	58	15844	3596

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served 1st	2nd	3rd	4th	5th	Total No. of Apprentices in Training	Completed Apr 82- Mar 83
TOTALS CARRIED FORWARD:		1993	5219	4660	3900	58	15844	3596
Tool & Die Maker	5	1	2	3	2	1	9	3
Truck Body Building	4	2				1	3	1
Upholstery	4	5	5	18	8		36	2
Wall & Ceiling Installation	3	8	105	89			202	29
Watch Repairing	5	1		2		1	4	
Welding	3	13	27	39			79	20
Winder Electrician	4	7	9	21	22		59	13
TOTALS:		2030	5367	4832	3932	61	16236	3664

STATISTICS COLLECTED BY POLICY & RESEARCH BRANCH

Table 1 - Work Stoppages in British Columbia 1982

	Work Stoppages	B.C. Workers Directly Involved	Duration (in Worker Days)
Totals for All Industries (a)	57	79,465	1,029,022
JURISDICTIONAL CLASSIFICATION			
Provincial	51	75,180	986,110
Federal	6	4,285	42,912
INDUSTRIAL CLASSIFICATION			
Goods Producing	27	40,439	773,408
Agriculture	2	43	7,285
Forestry (b)	-	-	-
Fishing	1	120	1,680
Mines (c)	1	310	15,500
Manufacturing	12	4,408	40,590
Construction	11	35,558	708,353
Service Producing	30	39,026	255,614
Transport (d)	12	5,430	44,147
Trade	3	123	1,750
Finance	1	10	210
Service (e)	9	907	5,895
Public Administration	5	32,556	203,612

(a) Revised
(b) Primarily Logging
(c) Includes Quarries and Oil Wells
(d) Transportation, Communication and Other Utilities
(e) Community, Business and Personal Service

Table 2 - Wage Settlements in British Columbia by Quarter, 1982

	Number of Settlements	Employees Covered	Average Annual Increase (%)	($/Hour)
1st Quarter 1982 (b)				
Settlement Average (a)	73	20,523	13.2	1.45
Skilled Classes			14.8	2.08
Un/Semiskilled Classes			12.3	1.19
2nd Quarter 1982 (b)				
Settlement Average (a)	87	19,180	12.0	1.37
Skilled Classes			11.7	1.58
Un/Semiskilled Classes			12.3	1.21
3rd Quarter 1982 (b)				
Settlement Average (a)	111	67,364	10.6	1.56
Skilled Classes			10.6	1.67
Un/Semiskilled Classes			10.4	1.29
4th Quarter 1982 (c)				
Settlement Average (a)	55	66,317	7.0	.79
Skilled Classes			6.6	.88
Un-Semiskilled Classes			7.5	.72
Average Last Four Quarters				
Settlement Average (a)	326	173,384	9.7	1.23
Skilled Classes			9.7	1.42
Un/Semiskilled Classes			9.8	1.01

(a) As represented by the arithmetic average of the modal skilled and modal un/semiskilled pay rates
(b) Revised
(c) Preliminary

Table 3 - Unions With a Membership in British Columbia Greater Than 5,000

Relative Position 1982		Membership 1982	Relative Position 1981
1	B.C. Government Employees' Union	50,254	2
2	Int. Woodworkers of America	42,048	1
3	B.C. Teachers' Federation	30,864	3
4	Canadian Union of Public Employees	30,480	4
5	Hospital Employees' Union	25,190	6
6	Teamsters	24,191	5
7	Carpenters	17,806	9
8	Food and Commercial Workers	16,951	8
9	B.C. Nurses Union	16,500	7
10	Public Service Alliance of Canada	15,458	13
11	Operating Engineers	15,374	11
12	Hotel & Restaurant Employees	14,274	12
13	United Steelworkers of America	13,397	10
14	Laborers	12,046	17
15	Int. Brotherhood of Electrical Workers	11,647	16
16	Telecommunications Workers	11,299	14
17	Int. Association of Machinists	9,914	15
18	Office & Technical Employees Union	9,224	19
19	Canadian Paperworkers' Union	7,619	18
20	Pulp, Paper and Woodworkers of Canada	7,143	20
21	United Fishermen and Allied Workers	6,040	21
22	Plumbers	5,865	22

Table 4 - Collective Agreement Expiries in British Columbia in 1983 Covering 1,000 or More Employees

Employer	Union	Employees Covered	Expiry Date
Alcan Smelters & Chemicals	CASAW, Local 1	1,850	23 Apr
Brewery Employers' Labour Relations Assn	Brewery Wkrs Locals 300/308 (BCGEU)	1,200	20 Apr
B.C. Buildings Corporation	BCGEU	1,095	31 Oct
B.C. Coal	Mine Workers, Local 7292	1,600	31 Dec
B.C. Ferry Corporation	Ferry Workers (BCGEU)	2,700	31 Oct
B.C. Food Industry Labour Relations Assn	Food & Commercial Wkrs Local 1518	4,500	31 Mar
Government of British Columbia	BCGEU, Master and Components	35,416	31 Oct
B.C. Hotels Assn (Vancouver Master)	Hotel & Restaurant, Local 40	3,000	30 Apr
B.C. Hydro	IBEW, Local 258	2,500	31 Mar
B.C. Hydro	OTEU, Local 378	3,500	31 Mar
B.C. Road Builders Association	Laborers, Locals 168/602/1070/1093	4,000	28 Feb
B.C. Road Builders Association	Operating Engineers, Local 115	5,500	28 Feb
B.C. Road Builders Association	Teamsters, Local 213	3,000	28 Feb
B.C. School Trustees	Teachers	30,864	31 Dec
Building Supply Agreement	Teamsters, Local 213	1,500	31 Mar
Government of Canada (Fed)	PSAC General Labour & Trades (Supervisory & Non-Supervisory)	1,930	4 Jan
Government of Canada (Fed)	PSAC General Services (Non-Supervisory)	1,183	21 Jan
Canada Post (Fed)	Letter Carriers Union of Canada	2,551	31 Dec
C.N.R. (Fed)	Non-Operating Unions	1,600	31 Dec
C.N.R. and C.P.R. (Fed)	Shopcraft Unions	1,305	31 Dec
Cominco (Trail, Kimberley, Salmo)	Steelworkers, Locals 480/651/901	4,695	30 Apr
C.P.R. (Fed)	Transportation Union	1,230	31 Dec
C.P.R. (Fed)	Non-Operating Union	1,645	31 Dec
Finning Tractor & Equipment	Machinist, Lodge 692	1,100	14 Oct
Fisheries Association of B.C. (Fresh Fish & Cold Storage)	UFAWU	1,000	15 Apr
Fisheries Association of B.C. (Salmon Price Agreement)	Native Brotherhood	1,250	15 Apr
Fisheries Association of B.C. (Salmon Price Agreement)	UFAWU	1,100	15 Apr
Fisheries Association of B.C. (Cannery)	UFAWU	2,000	15 Apr
Fording Coal	Steelworkers, Local 7884	1,141	30 Apr
Forest Industries Relations Assn (Coast Master)	IWA, Several Locals	28,000	14 Jun
Independent Forest Companies (Coast Master)	IWA, Several Locals	7,000	14 Jun
Insurance Corporation of B.C.	OTEU, Local 378	2,200	30 Sep
Interior Forest Labour Relations Assn	IWA, Locals 1-405/1-417/1-423	7,500	30 Jun
Metro Transit Operating Co.	ICTU	2,677	31 Mar
North Cariboo Forest Labour Relations Assn	IWA, Locals 1-424/1-425	4,000	30 Jun
Northwood Pulp and Timber	IWA, Local 1-424	1,187	30 Jun
Okanagan Federated Shippers	Food & Commercial Wkrs, Local 1572	1,400	31 Aug
Pulp & Paper Industrial Relations Bureau	CPU, Several Locals	7,500	30 Jun
Pulp & Paper Industrial Relations Bureau	PPWC, Several Locals	5,500	30 Jun
School Districts 13, 15, 21, 22, 23 77 & 89 (Okanagan)	CUPE, Local 523	1,000	30 Jun
University of British Columbia	CUPE, Local 116	2,000	31 Mar
White Spot (Retail)	Food & Service Wkrs, Local 12	1,500	4 Jun

FINANCE AND ADMINISTRATION

	Jan-Mar 82	Apr 82-Mar 83
Cheque vouchers processed	3,100	17,635
Travel vouchers processed	1,336	12,450
Payroll documents processed	1,067	5,953
Queen's Printer requisitions processed	491	2,036
Purchase requisitions processed	93	530
Telecommunication services requests processed	25	86

EMPLOYMENT STANDARDS BOARD

January to March, 1982

Number of Decisions by Board.....51

Without Hearing.....16
- Non-payment of wages (including overtime, annual vacation and general holiday pay, minimum wages, daily pay guarantees and illegal deductions from wages).....11
- Notice of termination or failure to pay severance pay.....8

With Hearing.....35
- Non-payment of wages.....15
- Notice of termination or failure to pay severance pay.....16
- Declaratory Opinions.....2
- Appeal of Director's decision.....2

Number of Significant Decisions.....16

April, 1982 to March, 1983

Number of Decisions by Board.....225

Without Hearing.....51
- Non-payment of wages (including overtime, annual vacation and general holiday pay, minimum wages, daily pay guarantees, and illegal deductions from wages).....37
- Notice of termination or failure to pay severance pay.....18

With Hearing.....174
- Non-payment of wages.....79
- Notice of termination of failure to pay severance pay.....82
- Declaratory Opinions.....6
- Referral to Board by Director.....3
- Appeal of Director's decision.....13
- Reconsideration of Board decision.....1

Number of Significant Decisions.....38

BOARDS OF REVIEW

January - March 1982

FILE ARRIVALS:		1,419
TOTAL DECISIONS:		752
Claimant's appeal allowed (meeting held)	198	
Claimant's appeal allowed (no meeting held)	73	
Claimant's appeal disallowed (meeting held)	199	
Claimant's appeal disallowed (no meeting held)	119	
Employer's appeal allowed (meeting held)	6	
Employer's appeal allowed (no meeting held)	6	
Employer's appeal disallowed (meeting held)	7	
Employer's appeal disallowed (no meeting held)	11	
Miscellaneous Dispositions	133	
MEETINGS HELD:		434
In town	221	
Out of town	213	
BACKLOG OF UNDECIDED FILES:		2,571

April 1982 - March 1983

FILE ARRIVALS:		4,054
TOTAL DECISIONS:		3,388
Claimant's appeal allowed (meeting held)	806	
Claimant's appeal allowed (no meeting held)	404	
Claimant's appeal disallowed (meeting held)	762	
Claimant's appeal disallowed (no meeting held)	729	
Employer's appeal allowed (meeting held)	29	
Employer's appeal allowed (no meeting held)	14	
Employer's appeal disallowed (meeting held)	38	
Employer's appeal disallowed (no meeting held)	44	
Miscellaneous Dispositions	562	
MEETINGS HELD:		1,627
In town	785	
Out of town	842	
BACKLOG OF UNDECIDED FILES:		3,237

DIRECTORY OF OFFICES

Principal Offices

Victoria	880 Douglas Street V8V 1X4 Phone: Individual listings in blue pages of telephone directory
Burnaby	4946 Canada Way V5G 4J6 Phone: Individual listings in blue pages of telephone directory

Regional Offices

Abbotsford	116 - 33780 Laurel Street, Provincial Building V2S 1X4 Phone: 853-8167 #201 - 2630 Bourquin Road West V2S 5N7 Phone: 853-7497
Ashcroft	#2 - 501 Railway Avenue, PO Box 820 V0K 1A0 Phone: 453-2433
Campbell River	101 - 1180 Ironwood Street V9W 5P7 Phone: 286-3265
Chilliwack	45904 Victoria Avenue West V2P 2T1 Phone: 792-0634
Courtenay	941-B England Avenue V9N 2N7 Phone: 338-8344, 334-4403 941-E England Avenue V9N 2N7 Phone: 334-4923
Cranbrook	101 - 117 10th Avenue South V1C 2N1 Phone: 489-4761, 489-3521 108 - 117 10th Avenue South V1C 2N1 Phone: 426-2283 207 - 117 10th Avenue South V1C 2N1 Phone: 489-3521 1212 - 2nd Street North V1C 4T6 Phone: 426-3361
Dawson Creek	1201 - 103rd Avenue, Provincial Building V1G 4J2 Phone: 782-5931
Duncan	238 Government Street, Provincial Building V9L 1A5 Phone: 746-6183, Local 270
Fernie	401 - 4th Avenue, Court House, PO Box 2410 V0B 1M0 Phone: 423-7667
Fort St. John	10600 - 100th Street, Provincial Building V1J 4L6 Phone: 787-1111
Kamloops	220 - 546 St. Paul Street V2C 5T1 Phone: 374-2838, 374-7165 450 - 546 St. Paul Street V2C 5T1 Phone: 374-0078 440 - 546 St. Paul Street V2C 5T1 Phone: 374-7106
Kelowna	200 - 1626 Richter Street V1Y 2M3 Phone: 860-7616, 860-0801, 763-9241 1913 Kent Road V1Y 7S6 Phone: 860-6285

Ladner	Harbour Market Mall, 5000 Bridge Street V4K 3N5 Phone: 946-1414
Langley	Box 3092, 20423 Douglas Crescent V3A 4R3 Phone: 530-7107
Merritt	110 - 2025 Granite Avenue, PO Box 3030 V0K 2V0 Phone: 378-4050
Mission	32818 - 7th Avenue, Court House V2V 2C3 Phone: 826-2197
Nanaimo	238 Franklyn Street V9R 2X4 Phone: 753-9185, 753-6683 20 - 5th Street V9R 1M7 Phone: 754-6143 1665 Grant Avenue V9S 5K7 Phone: 754-4441
Nelson	310 Ward Street, Provincial Building V1L 5S4 Phone: 352-2211 601 Front Street V1L 4B6 Phone: 352-5378
New Westminster	360 - 550 6th Street V3L 3B7 Phone: 525-0433
100 Mile House	Box 7000, 272 - 5th Street V0K 2E0 Phone: 395-4021
Parksville	PO Box 759, 103 - 182 West Harrison Street V0R 2S0 Phone: 248-5311
Penticton	3547 Skaha Lake Road V2A 7K2 Phone: 492-7247, 492-2327, 492-0179
Port Alberni	4515 Elizabeth Street, Court House V9Y 6L5 Phone: 723-3501
Port Coquitlam	2266 Wilson Avenue V3C 1Z5 Phone: 941-3451
Port Hardy	Box 1259, Don Chong Building, Granville Street V0N 2P0 Phone: 949-6115
Powell River	6953 Alberni Street, Court House V8A 2B8 Phone: 485-2524
Prince George	Plaza 400, (4th Floor), 1011 - 4th Avenue V2L 3H9 Phone: 562-8131 1444 Edmonton Street V2M 6W5 Phone: 563-1631
Prince Rupert	100 Market Place, Court House V8J 1B7 Phone: 624-2121
Quesnel	206 - 350 Barlow Avenue, Provincial Building V2J 2C1 Phone: 992-5591
Revelstoke	PO Box 1700, Office 'B', 518 West 2nd Street V0E 2S0 Phone: 837-4414
Richmond	148 - 10451 Shellbridge Way V6X 2W8 Phone: 270-9477
Salmon Arm	121 Hudson Street N.E., PO Box 636 V0E 2T0 Phone: 832-9788
Sechelt	102 Toredo Square, PO Box 950 V0N 3A0 Phone: 885-5616

Smithers	3793 Alfred Park, Provincial Building, Bag 5000 V0J 2N0 Phone: 847-4411
	3883 - 2nd Avenue, Box 5000 V0J 2N0 Phone: 847-4229
Squamish	PO Box 2330, 38066 Cleveland Avenue V0N 3G0 Phone: 892-3221
Surrey	5691 - 177B Street V3S 4J2 Phone: 576-2801
	17536 - 58th Avenue V3S 1L2 Phone: 574-4166
Terrace	4548 Lakelse Avenue V8G 1P8 Phone: 638-8191, 635-4997, 638-8138
	3412 Kalum Street V8G 2M9 Phone: 638-0311
Trail	201 - 835 Spokane Street, Federal Building V1R 3W4 Phone: 368-3013
Vancouver	501 West 12th Avenue V5Z 1M6 Phone: 879-7531
	659 Leg-in-Boot Square V5Z 4B2 Phone: 873-1664
	605 - 805 West Broadway V5Z 1J9 Phone: 873-4251
Vanderhoof	PO Box 1369, Provincial Building V0J 3A0 Phone: 567-9077
Vernon	201 - 2901 32nd Street V1T 5M2 Phone: 542-1397
	3001 - 27th Street, Court House V1T 4W5 Phone: 542-0118
	Highway 6 and 15th Street, PO Box 1690 V1C 8C3 Phone: 545-0651
Victoria	808 Douglas Street V8V 4W2 Phone: 387-1131
	104 - 4475 Viewmont Avenue V8Z 6L8 Phone: 479-8225
	215 - 895 Fort Street V8W 1H7
Williams Lake	307 - 35 2nd Avenue South V2G 3W3 Phone: 392-6261, 398-8258

ACTS ADMINISTERED BY THE MINISTRY OF LABOUR

Apprenticeship Act
Electrical Safety Act
Employment Standards Act
Essential Service Disputes Act
Factory Act
Gas Act
Human Rights Code
Labour Code
Ministry of Labour Act
Power Engineers and Boiler and Pressure Vessel Safety Act
Refugee Settlement Act
Workers Compensation Act

OTHER STATUTES AFFECTING LABOUR

Barbers Act
Builders Lien Act
Building Safety Standards Act
Coal Mine Regulation Act
Fire Department Act
Hairdressers Act
Labour Regulation Act
Mining Regulation Act
Public Service Labour Relations Act
Repairers Lien Act
Woodworker Lien Act

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